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CAUT ACPPU
BULLETIN
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Higher Education Unites in Call for Federal Transfer

In a year-end letter to Prime Minister Paul Martin, six national education organizations have called on the federal government to reinvest in Canada's universities and colleges through a new federal-provincial transfer for post-secondary education.

"This joint letter represents an important step toward restoring Canada's post-secondary education sector," said CAUT president Victor Catano. "These six organizations speaking with one voice deliver a powerful message to the government."

The letter, co-signed by CAUT, the Association of Universities and Colleges of Canada, the Canadian Federation of Students, the Association of Community Colleges of Canada, the Canadian Alliance of Student Associations and the Canadian Federation for the Humanities and Social Sciences, emphasizes to the prime minister that accessible and high-quality post-secondary education is vital to Canada's economic, social and cultural development.

The letter points out that funding of higher education has not kept pace with enrolment growth, resulting in a dramatic rise in tuition and the size of classes, the relative decline of libraries and other educational resources, the serious deterioration of campus infrastructure, and, in many cases, inadequate equipment and technological support.

In addition to substantial federal funding through a new transfer, the letter calls on the government to increase the resources it makes available to students in the form of non-repayable needs-based grants.

The letter urges the federal government to commit to work with provincial and territorial governments to design and implement the new fiscal transfer for post-secondary education.

According to Catano, such a transfer, a long-standing goal of CAUT, would solidify a firm commitment of stable funding from the federal government for post-secondary education and would also provide a way of guaranteeing that the provinces actually spend the money on universities and colleges. ■

Version française à la page A6.

New Inquiry Launched at Dalhousie-Capital Health

CAUT has established an independent committee of inquiry with an expanded mandate to look into alleged violations of academic freedom and faculty rights in the department of medicine at Dalhousie University and the university-affiliated Capital District Health Authority.

Replacing a committee established by CAUT in March 2003 to look into the situation of one clinical faculty member at Dalhousie-Capital Health, the new committee will consider the originating case as well as a wider range of allegations and issues.

"The situation in the department of medicine at Dalhousie and Capital Health raises serious questions about faculty rights and academic freedom well beyond those that were initially brought to us," said James Turk, executive director of CAUT. "We asked the original committee to expand its mandate to consider the additional cases and issues, but committee members said the amount of work required was beyond what they could undertake.

"They told us they felt it would be best if they resigned so that a new committee could look at the whole issue. Because they were an independent committee, CAUT had no choice but to accept their resignations."

The newly-announced committee of inquiry will be chaired by Dr. Allan Sharp, dean of science at the University of New Brunswick. Sharp holds a BSc from McMaster University and an MSc and PhD from the University of Waterloo. He has taught in UNB's physics department since 1975 and served as department chair before being named as dean in 1999.

Joining Sharp on the committee will be Dr. Bernice Schrank, professor of English language and literature at Memorial University of Newfoundland. Schrank holds a BA from the City University of New York and an MA and PhD from the University of Wisconsin. She serves as editor of the Canadian Journal of Irish Studies. Schrank is a former chair of CAUT's Academic Freedom and Tenure Committee and one of the most experienced faculty association grievance officers in the country.

Allan Sharp to head up committee of inquiry.

The third member is Dr. David L. Sackett, Professor Emeritus of clinical epidemiology and biostatistics at McMaster University. Sackett was the founding chair of his department, physician-in-chief of medicine at Chedoke-McMaster hospitals, head of the division of general internal medicine at McMaster, professor of clinical epidemiology

See DALHOUSIE-CAPITAL HEALTH Page A5

Nouvelle enquête à Dalhousie

L'ACPPU a mis sur pied un nouveau comité indépendant chargé d'enquêter sur les prétendues violations de la liberté universitaire et des droits du corps professoral à la faculté de médecine de l'Université Dalhousie et de sa filiale, la Capital District Health Authority.

Le nouveau comité, remplaçant celui que l'ACPPU avait créé en mars 2003 pour enquêter sur la situation d'un membre du personnel enseignant clinicien à Dalhousie-Capital Health, se penchera sur le cas d'origine ainsi que sur une plus vaste série d'allégations et de questions.

« La situation au département de médecine de Dalhousie-Capital Health soulève des questions sur la liberté universitaire et les droits du corps professoral qui dépassent de loin celles qui nous ont été soumises au départ », a déclaré le directeur général de l'ACPPU, James Turk. « Nous avons

Voir NOUVELLE ENQUÊTE à la page A2

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NEWS ACTUALITÉS

UPEI Union Readies for Strike

NEGOTIATIONS between the University of Prince Edward Island and its faculty union reached a critical stage this month, with the union deciding to move into strike readiness.

The UPEI Faculty Association, the union representing more than 300 full and part-time faculty, librarians, sessional instructors and clinical nursing instructors, has been negotiating a first contract with the university's board of governors since June 2002.

UPEIFA authorized a strike vote Jan. 6 with 98 per cent of the almost 200 members present voting in favour.

Negotiators are trying to reach agreement on workload, working conditions and intellectual property rights.

Association president Lawrence Hale says "serious gridlock" still exists over salaries and other monetary issues.

"This was not a strike vote, but a show of the members resolve for wanting a settlement of the dispute," Hale said.

"No one wants this to come to a strike and it is regrettable that it has proved necessary to hold a ballot."

Although conciliation failed in December, the university and the association have agreed to resume negotiations.

Hale said he's optimistic that the two sides will settle their differences without job action and arrive at a negotiated settlement in a timely fashion.

"But the members' resolve puts the university on notice that absent a settlement, it should be prepared for possible strike measures," he said.

UPEIFA has secured strike headquarters and the CAUT Defence Fund has approved strike benefits. ■

L'ACPPU adhère à Maquila Solidarity Network

L'ACPPU a adhéré au Maquila Solidarity Network (MSN), un groupe de revendication canadien qui fait campagne contre les ateliers de misère et l'exploitation des travailleurs de l'industrie mondiale du vêtement.

« Les universités et les collèges ont joué un rôle important dans la lutte contre l'exploitation des travailleurs du vêtement dans le monde entier », a déclaré le directeur général de l'ACPPU, James Turk. « Bon nombre d'entre eux ont adopté une politique d'achat Non à l'exploitation qui limite leur approvisionnement en vêtements auprès des fabricants qui souscrivent à des normes du travail acceptables et qui acceptent de faire l'objet d'une surveillance externe. »

La direction de l'ACPPU a décidé par vote de soutenir les campagnes Non à l'exploitation dans les universités et les collèges du Canada et a organisé un défilé de mode Non à l'exploitation dans le cadre de l'assemblée du Conseil de novembre dernier pour renforcer son engagement à cet égard.

Plusieurs universités canadiennes ont déjà adopté une politique d'achat Non à l'exploitation : Alberta, Laurentienne, Western Ontario, Waterloo, Guelph, Toronto, Dalhousie, Montréal, Memorial, McMaster et Trent. Une demi-douzaine d'autres universités mènent actuellement des campagnes Non à l'exploitation.

« Le MSN nous a apporté une aide utile dans notre travail », a dit M. Turk. « Il échange de l'information précieuse avec une foule d'organisations des États-Unis, d'Europe, d'Afrique, d'Asie et d'Amérique latine. En utilisant ces ressources nous contribuons sensiblement à améliorer notre connaissance de la situation globale et, par le fait même, à fournir à nos membres de l'information à jour et pertinente sur les campagnes de solidarité internationales. »

Depuis 1994, le MSN joue un rôle de premier plan au sein du mouvement canadien contre les ateliers de misère grâce à ses recherches, ses campagnes et son engagement, à la mise sur pied de coalitions, à ses interventions, ses échanges et sa solidarité. Le réseau regroupe plus de 400 personnes et organismes dans tout le Canada. ■

English on page A5.

Nouvelle enquête à Dalhousie

☞ Suite de la PAGE A1

demandé au comité original d'élargir son mandat de sorte à examiner les cas et les questions additionnels, mais les membres du comité ont répondu que le volume de travail requis était trop énorme. »

« Il était préférable, selon eux, qu'ils donnent leur démission et qu'un nouveau comité se penche sur l'ensemble de la question », a précisé M. Turk. « Parce qu'il s'agissait d'un comité indépendant, l'ACPPU ne pouvait qu'accepter leur démission. »

Le nouveau comité d'enquête sera présidé par Allan Sharp, doyen des sciences de l'Université du Nouveau-Brunswick. Il est titulaire d'un B.Sc. de l'Université McMaster ainsi que d'une M.Sc. et d'un Ph.D. de l'Université de Waterloo. Il enseigne au département de physique de l'Université du Nouveau-Brunswick depuis 1975. Il a été titulaire de chaire au département avant d'être nommé doyen en 1999.

Le deuxième membre du comité sera Bernice Schrank, professeure de langue et de littérature anglaises à l'Université Memorial de Terre-Neuve. Elle détient un B.A. de la City University de New York ainsi qu'une M.A. et un Ph.D. de l'Université du Wisconsin. Elle est rédactrice du Canadian Journal of Irish Studies. Mme Schrank a déjà été présidente du Comité de la liberté universitaire et de la permanence de l'emploi de l'ACPPU et elle est l'un des agents des griefs des associations de professeurs les plus expérimentés au pays.

Le troisième membre du comité est David L. Sackett, professeur émérite d'épidémiologie clinique et de biostatistique à l'Université McMaster. M. Sackett a été président fondateur de son département, médecin-chef aux hôpitaux Chedoke-McMaster, chef de la division de la médecine interne générale à McMaster, professeur d'épidémiologie à Oxford et directeur fondateur du National Health Service R&D Centre for Evidence-Based Medicine à Oxford. Il a été accueilli au Temple de la renommée médicale canadienne en 2000, a été nommé officier de l'Ordre du Canada en 2001 et a pris part à l'édition inaugurale de la Community of Distinction à McMaster en 2003.

Le comité est investi du mandat suivant :

- enquêter sur les prétendues violations de la liberté universitaire et des droits du corps professoral à la faculté de médecine de l'Université Dalhousie et au département de médecine de la Capital District Health Authority, filiale de l'Université Dalhousie;
- déterminer si la liberté universitaire a été violée ou menacée d'une façon quelconque;
- déterminer si l'éthique en recherche médicale et l'éthique clinique ont été violées d'une façon quelconque;
- déterminer si le personnel enseignant des départements cliniques a été privé injustement de la permanence de l'emploi;
- déterminer comment les universités peuvent protéger la liberté universitaire et les autres droits et privilèges des professeurs d'université qui occupent des postes dans des centres de soins de santé affiliés;
- formuler les recommandations appropriées.

En vertu des lignes directrices de l'ACPPU, les comités d'enquête indépendants sont pleinement autonomes.

« Cela veut dire que le comité décide de la teneur de son rapport dont l'ACPPU ne prendra connaissance qu'au moment de sa diffusion publique », a expliqué M. Turk.

Sur le plan de la procédure, le comité précédent doit détruire toute la documentation qu'il avait rassemblée au cours de son enquête. Le nouveau comité recueillera sa propre information et prendra ses propres décisions en fonction de ses propres recherches. ■

Considering a new job?

Before signing a contract, consult Negotiating Starting Salaries — the CAUT handbook for new faculty.

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Canadian Association of University Teachers

PRESIDENT'S COLUMN

LE MOT DU PRÉSIDENT

Reserving Higher Education for the Elite

By VICTOR CATANO

PRIOR to Christmas, my wife and I spent a week's holiday in London, U.K. We had very little news of Canada, except for a brief one-paragraph in The Times of London about Paul Martin taking over as prime minister. On our flight back to Canada I gladly welcomed the free Globe and Mail, even if it was a day old. In addition to the expected stories on the change in government, I was pleased to see an editorial in the Globe urging the prime minister to address his attention to the dire state of Canadian education. The editorial raised several of the same issues I had voiced in my December column's open letter to Mr. Martin.

The Globe's editorial, however, came to precisely the wrong conclusion about what was needed to redress the most chronic needs for higher education. Rather than argue for a restoration of core post-secondary funding to pre-1990 levels, the editorial advocated concentrating research at a few world-class, internationally competitive, elite universities. Somehow, channeling additional human and financial resources into a handful of universities would lead to improvement in the post-secondary system. Needless to say, the editorial did not offer any insights into how the quality of education at the rest of Canada's universities would fare under such a policy.

The Globe's editorial would have found favour with Tony Blair's government in Britain. One of the controversies surrounding the Blair government during my visit was its proposed Higher Education Bill that would allow Britain's 120 universities to triple tuition fees to £3,000 a year (about $7,000) and to charge students for their tuition. Fees would be repayable once graduates were earning £15,000 or more.

The Blair government is arguing top-up fees are needed if Britain's universities are to remain internationally competitive and produce cutting-edge research. The Conservatives, Liberal Democrats and 160 Labour MPs are opposing the legislation. There is a good chance it will be defeated when it comes to a vote at the end of January. Interestingly, the Tories have taken the position that they would abolish tuition fees, introduced in the late 1990s, once they came to power. The Liberal Democrats have taken the position that more public funds must be put into financing higher education and that they would raise taxes, if necessary, to find the additional money.

Currently, Britain and other European countries spend about 1.1 per cent of their gross domestic product on higher education. This compares to 2.3 per cent in the United States, with the difference mostly attributable to higher tuition fees in private U.S. universities, according to a recent report from the European Commission. Canada spends considerably less than 0.5 per cent of its GDP on higher education.

In the U.K., the Russell Group of leading research-intensive universities is openly discussing renouncing all public funding and making a "dash to freedom" in the open market.

The Russell Group is moving to create a formal structure for itself that would advance its interests separate from the other universities that would remain dependent on state funding. The Russell Group has already broken ranks with Universities UK, a body similar to the Association of Universities and Colleges of Canada, by advocating its own positions on academic salaries and student fees.

Another option the Russell Group is considering, should Blair's legislation fail, is to emphasize even greater recruitment of international students who are required to pay full fees.

Today, foreign students make up 20 per cent of London's Imperial College's population. They pay up to £20,000 a year for medicine and £15,000 a year for engineering. At the London School of Economics, 62 per cent of its 7,000 undergraduates come from outside the country. At Oxford over the last 10 years, the foreign graduate student population has grown from 33.5 per cent to 41 per cent.

The Times reported that the incoming vice-chancellor of Oxford "has asked the university's policy committee to consider radical plans for raising more fees income from 'outside the controlled economy.'" One component might be a drastic reduction in the number of undergraduates admitted to Oxford. The balance between undergraduates and postgraduates is under review with considerable pressure to emulate American Ivy League schools. Postgraduates comprise 63 per cent of Harvard's student population, compared to 34 per cent at Oxford.

So, what does the Globe and Mail mean when it talks about creating a few "elite" Canadian universities?

If events in Britain are any indication, it means a system where seven to 10 universities would receive substantial increases in federal funding for research activities following the inequitable model used to distribute the Canada Research Chairs. To make up for the shortfall in funding, tuition would increase significantly, particularly in professional programs, as is now the case in several schools. The increased research space would be offered to international students at a premium. The elite "research universities" would reduce their intake of undergraduate students, further separating the university's traditional role of teaching and research. In effect, the elite model would turn a few universities into research institutes whose research agenda would be controlled by government objectives and private, commercial interests.

Implicit in the move to an elite model is abandonment of the principle of accessibility. Ivor Crewe, president of Universities UK, speaking in support of Blair's top-up legislation is quoted in a recent New York Times article as saying, "There's a welfare state tradition in this country in which it's assumed that taxation will fund all public services, including education and higher education." That may have been reasonable when fewer aspired to go to college he said, but "it's quite different when 40 per cent expect to go." In other words, publicly-funded, accessible universities are fine as long as not more than *a handful of students, mostly from upper-income families* take advantage.

Canadians have shown their long-standing support for the existing post-secondary education system and, as CAUT's polling data shows, want to see increases in core funding to improve accessibility. It is more than ironic that when many Canadian students cannot afford to go to college or university that Canadian universities are spending even more time in Asia recruiting students to take advantage of our own top-up fees. The elite model is one the Canadian public does not support. Martin would be foolhardy to follow the Globe and Mail's advice. ■

L'enseignement supérieur réservé à l'élite

Par VICTOR CATANO

AVANT Noël, mon épouse et moi avons passé une semaine de vacances à Londres, au Royaume-Uni. Nous avions très peu de nouvelles du Canada, si ce n'est un bref paragraphe dans le *Times* de Londres annonçant la nomination de Paul Martin au poste de premier ministre. Sur notre vol de retour au Canada, j'ai fait bon accueil à l'exemplaire gratuit du *Globe and Mail*, même si c'était l'édition de la veille. Outre les articles que je m'attendais à trouver sur le changement de gouvernement, j'ai été heureux d'y trouver un éditorial recommandant au premier ministre de porter attention à la situation précaire de l'enseignement au Canada. L'éditorial soulevait plusieurs des questions que j'avais abordées dans ma lettre ouverte à Paul Martin en décembre dernier.

L'éditorial du *Globe*, toutefois, en venait précisément à la mauvaise conclusion sur ce qu'il fallait faire pour répondre aux besoins les plus persistants de l'enseignement supérieur. Au lieu de faire valoir que le financement de base de l'enseignement postsecondaire devait être rétabli au niveau qu'il atteignait avant les années 1990, l'éditorial recommandait de concentrer la recherche au sein de quelques universités d'élite compétitives et de renommée internationale. On ne sait trop comment l'affectation de ressources humaines et financières additionnelles à un petit nombre d'universités est censée améliorer le système d'enseignement postsecondaire. Inutile de dire que l'éditorial ne fournissait aucun éclaircissement sur la façon dont cette politique réussirait à maintenir la qualité de l'enseignement dans le reste des universités canadiennes.

Le gouvernement britannique de Tony Blair aurait certes souscrit à l'éditorial du *Globe*. Une des controverses qui entouraient le gouvernement Blair durant ma visite en Grande-Bretagne était le projet de loi sur l'enseignement supérieur qui permettrait aux 120 universités du pays de tripler les droits de scolarité pour les faire passer à 3 000 £ par an (environ 7 000 $) et de les facturer aux étudiants. Les étudiants diplômés devraient rembourser les frais lorsqu'ils gagneraient 15 000 £ et plus.

Le gouvernement Blair soutient qu'il faut imposer des droits compensatoires pour pouvoir maintenir la compétitivité internationale des universités britanniques et produire des travaux de recherche à la pointe du progrès. Les conservateurs, les libéraux-démocrates et 160 députés travaillistes s'opposent à ce projet de loi. Aussi y a-t-il de bonnes chances qu'il soit rejeté lors du vote qui aura lieu à la fin de janvier. Fait intéressant, les conservateurs ont affirmé qu'une fois au pouvoir ils aboliraient les droits de scolarité, imposés à la fin des années 1990. Les libéraux-démocrates ont quant eux affirmé qu'il fallait injecter une plus grande portion de fonds publics dans l'enseignement supérieur et qu'il faudrait au besoin augmenter les impôts pour trouver les fonds supplémentaires.

Selon un récent rapport de la Commission européenne, la Grande-Bretagne et les autres pays européens consacrent actuellement environ 1,1 % de leur produit intérieur brut à l'enseignement supérieur, contre 2,3 % aux États-Unis où la différence est attribuable principalement aux droits de scolarité plus élevés qu'imposent les universités américaines privées. Le Canada consacre beaucoup moins de 0,5 % de son PIB à l'enseignement supérieur.

Au Royaume-Uni, le Russell Group, composé des principales universités tributaires de la recherche, parle ouvertement de renoncer à toutes les sources de financement public et de « se ruer librement » vers les marchés.

Le Russell Group propose de créer pour lui seul une structure officielle qui défendrait ses intérêts distincts de ceux des autres universités qui continueraient à dépendre du financement public. Le Russell Group s'est désolidarisé de Universities UK, un organisme semblable à l'Association des universités et collèges du Canada, en arrêtant ses propres positions sur les salaires des universitaires et les frais de scolarité des étudiants.

Si le projet de loi de Tony Blair est rejeté, le Russell Group envisage de mettre davantage l'accent sur le recrutement d'étudiants étrangers, lesquels sont tenus de payer l'intégralité des frais.

Aujourd'hui, la population étudiante du London's Imperial College est composée de 20 % d'étrangers. Il leur en coûte jusqu'à 20 000 £ par an pour étudier en médecine et jusqu'à 15 000 £ par an pour étudier en ingénierie. À la London School of Economics, 62 % des 7 000 étudiants du premier cycle proviennent de pays étrangers. À l'Université Oxford, au cours des dix dernières années, la population étudiante étrangère des deuxième et troisième cycles est passée de 33,5 % à 41 %.

Selon le *Times*, le nouveau vice-recteur d'Oxford a demandé au comité des politiques de l'université d'envisager des moyens radicaux pour réunir des revenus en frais de scolarité qui proviendraient de « l'extérieur de l'économie dirigée ». Un de ces moyens pourrait être une réduction considérable du nombre d'étudiants de premier cycle admis à Oxford. L'équilibre entre les étudiants du premier cycle et ceux des deuxième et troisième cycles est à l'étude,

Voir L'ENSEIGNEMENT SUPÉRIEUR à la page A6

NEWS ACTUALITÉS

L'ACPPU signe de nouveaux accords internationaux

LES membres de l'ACPPU peuvent maintenant tirer avantage des nouveaux accords d'adhésion réciproques que nous avons conclus avec les syndicats nationaux de professeurs d'université du Danemark, de la Norvège et de la Suède.

Les accords, semblables à ceux qui ont déjà été signés avec les syndicats nationaux de l'Australie, de l'Irlande, de la Nouvelle-Zélande, du Royaume-Uni et des États-Unis, confèrent des droits et privilèges aux membres de l'ACPPU qui vivent temporairement dans les pays qui sont parties à l'accord.

« Les accords d'adhésion réciproques conclus avec des syndicats internationaux de l'enseignement supérieur prévoient les modalités par lesquelles les membres d'une organisation peuvent profiter des services offerts par l'autre lorsqu'ils travaillent temporairement dans les universités ou d'autres établissements d'enseignement supérieur ou de recherche où l'organisation hôte est reconnue », a déclaré le directeur général de l'ACPPU, James Turk.

Accords internationaux

- Australie : National Tertiary Education Union
- République d'Irlande : Irish Federation of University Teachers
- Nouvelle-Zélande : Association of University Staff of New Zealand
- Royaume-Uni : Association of University Teachers
- États-Unis : American Association of University Professors
- Danemark : Danish Masters
- Norvège: Norwegian Association of Research Workers
- Suède : Swedish Association of University Teachers

Les membres visés par les accords de réciprocité obtiendront le statut de « membres invités » au Danemark, en Norvège et en Suède et de « membres associés individuels » au Canada pendant la période maximale de deux ans où ils travailleront dans des institutions qui reconnaissent les parties aux accords. Ils bénéficieront de conseils sur les contrats de travail et d'une représentation officieuse s'ils le souhaitent. Entre autres privilèges, les membres auront accès à des services financiers et à d'autres services normalement offerts aux membres de l'organisation hôte.

« Les membres de l'ACPPU qui se rendront, soit à titre de professeurs invités ou bien pour occuper des postes de professeurs temporaires, dans les pays avec lesquels nous avons signé des ententes de réciprocité sont priés de nous faire part de leurs projets de voyage à l'avance afin que nous puissions en informer nos partenaires internationaux », a dit M. Turk.

Les nouveaux accords ont reçu l'approbation du Conseil de l'ACPPU à sa dernière assemblée qui s'est tenue à Ottawa en novembre. ■

Les accords de réciprocité peuvent être consultés sur le site web de l'ACPPU (www.caut.ca).

English on page A10.

Council Adopts Asbestos Resolution

AT its November meeting, CAUT Council voted to press the federal government to stop the export of asbestos, withdraw its funding from the Asbestos Institute and support a worldwide drive to eliminate all use of asbestos.

The resolution, proposed by CAUT's executive committee, stems from recognition that exposure to asbestos is one of the most serious occupational health and safety issues around the world. This reality was brought home to Canadian academics when several longtime staff members at the University of Manitoba, who worked in the same asbestos-containing building for many years, developed mesothelioma, a rare cancer of the lining of the lungs caused by airborne asbestos.

"Asbestos poses a danger to our members because most campus buildings built before the mid-1970s contain asbestos," said Laura Lozanski, CAUT's occupational health and safety officer. "Normal wear-and-tear, as well as renovations, can release asbestos into the atmosphere."

Lozanski said asbestos is a potent carcinogen for which there is no "safe" level of exposure.

Canada is a leading producer of asbestos and has been unresponsive to worldwide lobbying to prohibit its use. Despite Canada's resistance, asbestos will be banned throughout the European Union by 2005. Argentina, Australia, Chile, Croatia and Saudi Arabia have also banned asbestos. France, once a leading importer, now buys none.

The International Labour Organization estimates that 100,000 workers die every year from asbestos-induced cancer and tens of thousands of other workers are victims of asbestosis and other asbestos-related diseases.

CAUT's occupational health and safety department will be issuing a fact sheet on asbestos shortly, and a special workshop on asbestos will be featured at CAUT's occupational health and safety conference April 2–4 in Halifax.

"We encourage every faculty association to make sure its representatives on joint health and safety committees raise issues over the risks of asbestos and ensure proper measures are being taken to protect faculty, students and staff members in buildings containing asbestos," Lozanski said. ■

Faculty associations can contact CAUT's occupational health and safety officer Laura Lozanski (lozanski@caut.ca) for more information.

Version française à la page A9.

Une professeure de droit à Dalhousie remporte le prix Sarah-Shorten

JENNIFER Bankier, professeure de droit à l'Université Dalhousie, remporte le prix Sarah-Shorten 2003. Le prix, remis le 22 novembre dernier par le Conseil de l'ACPPU, a été créé dans le but de reconnaître les réalisations exceptionnelles d'une promotrice de l'avancement des femmes dans les universités canadiennes.

Mme Bankier, reconnue à l'échelle nationale pour son dévouement à la défense de la liberté universitaire et de l'égalité universelle, est très active depuis 20 ans au sein de la Dalhousie Faculty Association, dont elle a été la présidente pendant deux mandats. Elle a été également présidente du Comité du statut de la femme de l'ACPPU pendant deux mandats successifs ainsi que trésorière et vice-présidente de la Nova Scotia Confederation of University Faculty Associations.

Mme Bankier a été félicitée pour son engagement dans la lutte contre la discrimination au sein des universités canadiennes et de la société en général, pour ses articles érudits dans les journaux de droit et d'autres publications et pour l'influence exercée sur une génération d'étudiants en droit qui sont aujourd'hui plus sensibilisés aux problèmes d'équité.

« Ce prix représente beaucoup plus qu'une simple reconnaissance du rôle de chef de file que Mme Bankier joue dans le domaine de l'équité », a déclaré Mme Edith Zorychta, ancienne présidente du Comité du statut de la femme de l'ACPPU. « Il met également en lumière la contribution exceptionnelle qu'elle apporte en sa qualité d'universitaire érudite, d'éducatrice, de mentor chevronnée et influente et de catalyseur du changement. Elle dirige avec passion et une vision éclairée et elle comprend que l'on bâtit une société intégrée en éduquant, en mettant à contribution et inspirant ses collègues. »

Ce prix national a été créé en l'honneur de feu Sarah Shorten qui, pendant trois ans au cours des années 1980, a occupé les postes de vice-présidente et présidente de l'ACPPU. Mme Bankier est la 13e femme à recevoir ce prix distingué depuis sa création en 1990. ■

English on page A9.

L'AAUP dénonce le secret fait autour de la réaction américaine

LA présidente de l'American Association of University Professors (AAUP), Jane Buck, a pris la parole devant les délégués du Conseil de l'ACPPU au sujet d'un rapport spécial que l'AAUP vient de publier sur les risques que la réaction aux attaques terroristes du 11 septembre 2001 fait peser sur la liberté universitaire et la liberté d'investigation. Le rapport de 26 pages, publié dans le numéro de novembre-décembre d'*Academe*, recommande une plus grande liberté d'investigation et une plus grande transparence dans les institutions universitaires.

Mme Buck s'est dite très préoccupée par bon nombre des mesures hâtives qui ont été prises à la suite des événements tragiques du 11 septembre, mais elle a ajouté qu'elle avait bon espoir qu'on reconnaisse de mieux en mieux le besoin de rétablir les droits et les protections constitutionnels qui nous tiennent à coeur depuis toujours.

Elle a indiqué au Conseil que le rapport mettait l'accent sur les articles de la loi américaine *USA Patriot Act* qui menacent la liberté universitaire.

Selon Mme Buck, le rapport souligne également les récentes restrictions imposées à l'information ainsi que les barrières élevées contre l'entrée aux États-Unis des personnes qui ne sont pas des citoyens américains, particulièrement les étudiants et les universitaires étrangers. De plus, il résume les diverses mesures nationales qui ont été prises en réaction au 11 septembre 2001 et l'incidence de ces mesures sur le climat des campus et la liberté universitaire.

« Le rapport du comité spécial repose sur la prémisse selon laquelle la liberté d'investigation et le libre échange des idées sont des éléments cruciaux de la sécurité nationale », a dit M. Robert O'Neil de l'University of Virginia et président du Comité spécial de l'AAUP sur la liberté universitaire et la sécurité nationale en temps de crise. « La sécurité de la nation et, en bout de ligne, son bien-être sont dégradés par des pratiques qui portent préjudice à la liberté. »

Le rapport explore l'idée selon laquelle, dans la recherche scientifique, le libre échange des données peut permettre aux chercheurs d'être mieux à même de cerner les moyens d'écarter ou de neutraliser les menaces que représente l'information finissant par aboutir dans de mauvaises mains.

À l'échelle nationale, le rapport encourage vivement les universitaires à saisir toutes les occasions de rappeler aux personnes de l'extérieur de la communauté l'importance de la liberté universitaire et de la liberté d'investigation. Le rapport appelle la mise en place de procédures équitables à l'intention des personnes qui ne sont pas des citoyens américains et qui cherchent à obtenir des visas ou d'autres types d'autorisation pour étudier, enseigner ou collaborer avec des chercheurs aux États-Unis. Il recommande aux professeurs d'université d'accroître leurs efforts pour sensibiliser leurs collègues et le public aux nouvelles menaces qui peuvent planer sur la liberté universitaire tout en veillant à faire intervenir de façon rapide et efficace les processus d'élaboration des lois et des politiques.

Au niveau des campus, le rapport recommande aux professeurs d'université de participer à l'élaboration de politiques institutionnelles destinées à protéger la liberté universitaire contre les contraintes gouvernementales. Les politiques porteraient sur diverses questions telles que l'acceptation de subventions de recherches et de contrats classifiés, l'accès à des fichiers électroniques personnels et le partage de renseignements provenant de documents de bibliothèques et d'étudiants avec des organismes extérieurs.

Les auteurs du rapport prévoient que les répercussions du 11 septembre sur la liberté universitaire sont loin d'être terminées et ils promettent de continuer à surveiller la situation de la liberté universitaire. ■

Le rapport, disponible en anglais seulement, peut être consulté à l'adresse suivante : www.aaup.org/statements/REPORTS/Post9-11.pdf.

Traduit de l'article « Report Decries Secrecy in U.S. Zeal for Security » (*Bulletin* de l'ACPPU, décembre 2003).

Les agents des griefs se font entendre

DANS le cadre de son premier colloque annuel des agents des griefs qui s'est tenu à Ottawa du 7 au 9 novembre dernier, l'ACPPU a réuni les agents des griefs représentant les associations de professeurs de tous les coins du pays.

Dans son discours d'ouverture, le président de l'ACPPU, Victor Catano, a souligné l'importance du travail que les agents des griefs accomplissent en leur qualité de défenseurs des conventions collectives de leurs associations. Les diverses séances d'information ont porté sur la procédure de règlement des griefs et les rapports entre les agents des griefs et leurs associations, la confidentialité tout au long de la procédure de règlement des griefs, les différends entre les membres, la procédure de règlement de différends et la procédure arbitrale.

Le colloque s'est terminé par une discussion des problèmes concrets auxquels font face les associations lorsqu'elles recrutent, forment et encadrent les nouveaux agents des griefs, et des solutions pratiques à ces problèmes. ■

Traduit de l'article « Grievance Officers Air Issues at CAUT Workshop » (*Bulletin* de l'ACPPU, décembre 2003).

CAUT Adds Voice to Maquila Solidarity Network

CAUT has become a member of the Maquila Solidarity Network, a Canadian advocacy group campaigning to end sweatshop abuses in the global garment industry.

"Universities and colleges have played an important role in trying to end the exploitation of garment workers around the world," said James Turk, executive director of CAUT. "Many post-secondary institutions have adopted 'No Sweat' policies that would limit their clothing purchases to manufacturers who agree to adhere to acceptable labour standards and to accept external monitoring of their compliance."

The CAUT executive voted to support No Sweat campaigns at Canadian universities and colleges and staged a No Sweat fashion show at the November Council meeting to highlight the issue.

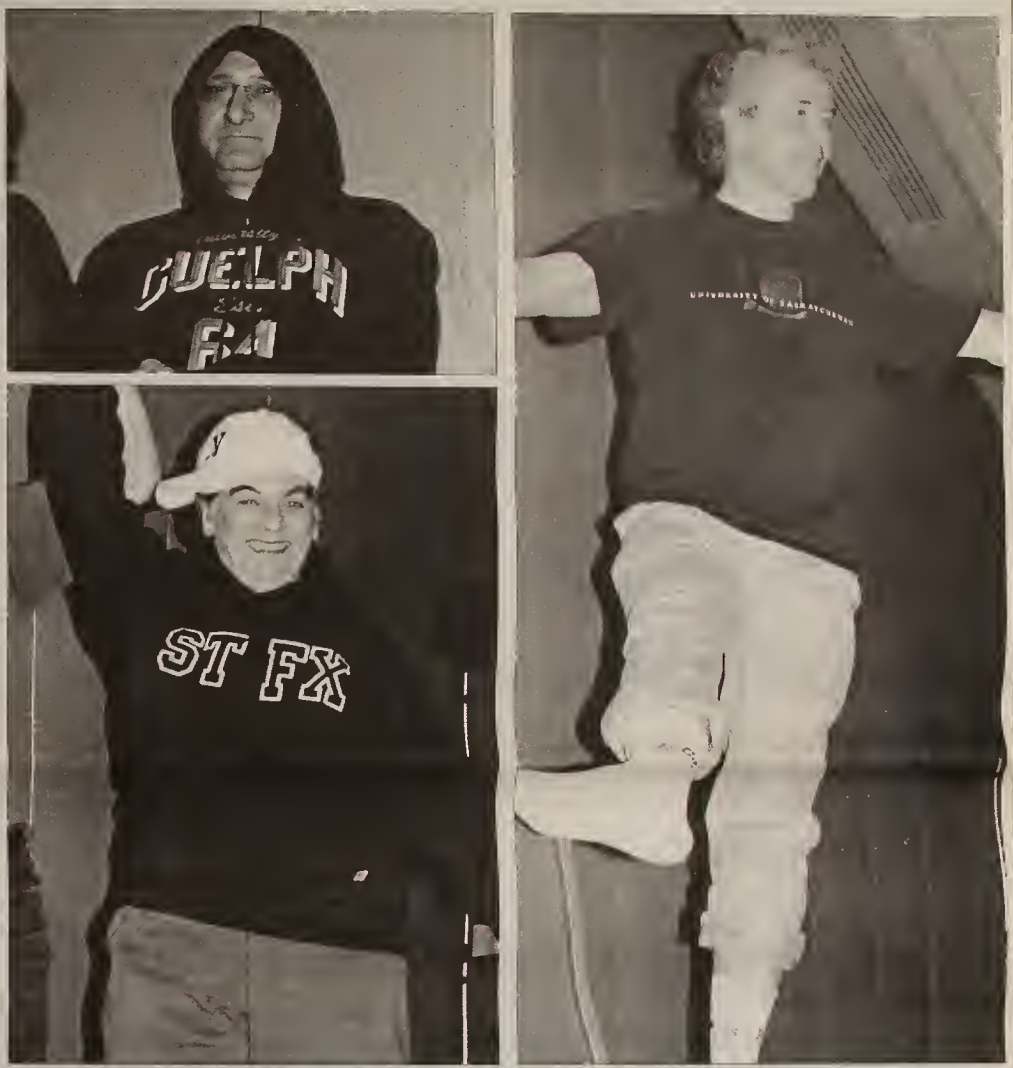
Canadian universities with No Sweat policies include Alberta, Laurentian, Western Ontario, Waterloo, Guelph, Toronto, Dalhousie, Montréal, Memorial, McMaster and Trent. Campaigns for No Sweat policies are also underway at half a dozen other universities.

"The Maquila Solidarity Network has been helpful in our work," Turk said. "It has valuable information it exchanges with many groups in the United States, Europe, Africa, Asia and Latin America. Tapping that resource considerably improves our knowledge of what's happening and allows us to provide our membership with relevant and up-to-date information about international solidarity campaigns."

Since 1994, MSN has played a leading role in Canada's anti-sweatshop movement, combining research, corporate campaigning and engagement, coalition building, advocacy, exchange and solidarity. More than 400 individuals and organizations across Canada are already part of the network. ■

For more information about the Maquila Solidarity Network campaigns go to www.maquilasolidarity.org.

Version française à la page A2.



Clockwise from bottom left — Rhonda Love, chair of CAUT's Academic Freedom & Tenure Committee, executive committee member-at-large Anver Saloojee and CAUT executive director James Turk model university wear at CAUT's No Sweat fashion show Nov. 21.

Dalhousie-Capital Health Inquiry

☞ From PAGE A1

at Oxford and founding director of the National Health Service R&D Centre for Evidence-Based Medicine at Oxford. He was inducted into the Canadian Medical Hall of Fame in 2000, appointed an Officer in the Order of Canada in 2001 and was an inaugural member of the Community of Distinction at McMaster in 2003.

The committee's terms of reference are:

- to investigate allegations of violations of academic freedom and faculty rights in the faculty of medicine at Dalhousie University and in the department of medicine at the Capital District Health Authority which is affiliated to Dalhousie University,
- to determine whether there were breaches of or threats to academic freedom,
- to determine whether there were breaches of medical research ethics and clinical ethics,
- to determine whether tenure was inappropriately denied to faculty in clinical departments,
- to determine how universities can protect the academic freedom and other rights and privileges of university faculty who hold positions at affiliated health care centres, and
- to make any appropriate recommendations.

Under CAUT guidelines, independent committees of inquiry are completely autonomous.

"The committee determines the content of its report, and the first CAUT will learn the content of that report is when it's published and released to the public," Turk said.

As a procedural matter, the former committee will destroy all material it acquired during its investigation and the new committee will gather its own information and reach its own decisions based on its own investigations. ■

University of Alberta Librarian Wins CAUT Distinguished Service Award

JEANETTE Buckingham, a librarian at the University of Alberta, is a winner of the CAUT Academic Librarians' Distinguished Service Award this year.

Buckingham was recognized for her work in promoting librarians' academic status and working conditions.

The award, presented by CAUT Council on Nov. 21, was recommended by an independent jury elected by CAUT's Librarians' Committee.

"Jeanette has a long-standing involvement in the activities of the Association of Academic Staff of the University of Alberta, including serving a term as president," librarians' committee chair Christopher Dennis said. "In addition, she served in numerous capacities on the association's council and on the university's Association of Professional Librarians. Her work currently focuses on reviewing and negotiating the faculty agreement at the university and in formulating an agreement for the university's research associates."

Jeanette Buckingham

Many of Buckingham's nomination letters signified the gratitude of her colleagues for her advocacy, leadership, outreach and mentoring that has provided ongoing gains for the advancement of the professional and academic interests of librarians at the university.

"We're delighted to recognize a person whose consistent and long-term commitment has ensured the participation of librarians as equal partners under terms similar to those of faculty," Dennis said.

The CAUT award was created to reward the achievements of academic librarians or faculty whose contributions during their careers have benefited academic librarians at Canadian universities. Buckingham is the fifth librarian to win the award in its 10-year history. ■

Version française à la page A10.

Government Introduces New Compassionate Care Benefits

RECENT changes to the federal Employment Insurance Act, which came into effect Jan. 4, provide a new type of special EI benefit for employees with severely ill family members.

The new benefit allows up to six weeks of compassionate care benefits for employees who need time off work to provide care or support for a family member with a serious medical condition carrying with it a significant risk of death within 26 weeks.

Family members include the employee's spouse or common law partner, child or parent, or child or parent of the spouse or common law partner, or any other person defined as a "family member" in the EI Act or regulations.

The 26-week period starts with the earlier of the week in which a medical certificate signed by a medical doctor or other medical practitioner attests to the need for one or more family members to provide care or support to the ill family member, or the week a doctor examines the ill family member, or the week the family member became ill, if a doctor can determine that date.

Claimants have flexibility in how and when benefits may be claimed within the 26-week window. One person can claim all six weeks or can share the benefit with other eligible family members. Weeks of compassionate benefits can be claimed concurrently or consecutively by eligible family members.

A two-week waiting period applies for the new EI benefits. However, if compassionate care benefits are being shared by family members only the first family member claiming these benefits serves the waiting period. ■

More information on compassionate care benefits is available at www.hrdc-drhc.gc.ca/ei-ae/pubs/compassionate_care.shtml.

CAUT Inquiry to Probe Tobacco Donation Fallout

CAUT has set up an ad hoc investigatory committee to examine the termination of Dr. Laurent Leduc's participation in a continuing education program on corporate social responsibility, which he helped establish at St. Michael's College at the University of Toronto.

The issue came to CAUT's attention in 2003 after non-smoking rights groups protested the college's acceptance of a $150,000 donation from Imperial Tobacco for the program. Leduc alleged his course material, based on a case study of a tobacco donation to a British university, was rejected after the donation from Imperial Tobacco was received and that his relationship with the program was subsequently ended.

Investigatory committee members are Dr. Esam Hussein, professor and chair of mechanical engineering at the University of New Brunswick and Dr. Robert MacDermid, associate professor of political science at York University.

The committee is being asked to investigate the actions of the college in relation to its corporate social responsibility program and the role of Leduc within it; to determine whether there were breaches of or threats to academic freedom; and to make any appropriate recommendations. ■

L'enseignement supérieur réservé à l'élite

☞ Suite de la PAGE A3

et de fortes pressions sont exercées pour que les écoles américaines de la Ivy League soient prises comme modèle. La population étudiante de l'Université Harvard est composée de 63 % d'étudiants des deuxième et troisième cycles, contre 34 % à Oxford.

Alors que veut dire le *Globe and Mail* lorsqu'il parle de créer quelques universités canadiennes « d'élite »?

Si l'on en juge par les événements en Grande-Bretagne, on peut supposer un système où sept à dix universités toucheraient des augmentations sensibles de fonds fédéraux affectés à la recherche suivant le modèle inéquitable utilisé pour la répartition des Chaires de recherche du Canada. Pour contrebalancer l'insuffisance de fonds, il faudrait augmenter considérablement les frais de scolarité, surtout dans les programmes professionnels, comme c'est maintenant le cas dans plusieurs écoles. L'espace accru consacré à la recherche serait offert aux étudiants internationaux à un prix particulièrement élevé. Les « universités de recherche » d'élite diminueraient leur nombre d'étudiants de premier cycle, divisant ainsi davantage les rôles traditionnels d'enseignement et de recherche qui sont dévolus à l'université. En fait, le modèle d'élite transformerait quelques universités en instituts de recherche dont le programme serait tributaire des objectifs du gouvernement et des intérêts commerciaux privés.

L'adoption d'un modèle d'élite impliquerait de renoncer au principe d'accessibilité. *Ivor Crewe*, président de Universities UK, se prononçant en faveur du projet de loi de Tony Blair, est cité dans un article récent du *New York Times* : « Nous avons coutume dans ce pays fondé sur l'État providence de supposer que le régime fiscal financera tous les services publics, y compris l'éducation et l'enseignement supérieur. Cette logique aurait pu être raisonnable lorsque le nombre de candidats aux études supérieures était moindre », mais « elle est tout à fait différente lorsque le taux de candidatures se chiffre à 40 % ». Autrement dit, les universités accessibles financées par l'État sont acceptables dans la mesure où une poignée tout au plus d'étudiants, provenant surtout de familles à plus haut revenu, en tire avantage.

Les Canadiens démontrent depuis longtemps leur plein soutien au système actuel d'enseignement postsecondaire et, comme en font foi les résultats des sondages réalisés par l'ACPPU, demandent que le financement de base soit accru de sorte à améliorer l'accès au système. Il est plus qu'ironique qu'au moment où une multitude d'étudiants canadiens ne peut pas se permettre de poursuivre des études collégiales ou universitaires, les universités canadiennes passent encore plus de temps en Asie à recruter des étudiants qui tirent avantage de nos propres droits compensatoires. Le public canadien ne soutient pas le modèle d'élite. M. Martin serait imprudent de suivre le conseil du *Globe and Mail*. ■

Accès interdit — Les étudiants ont bloqué la circulation dans les rues d'Oxford le 27 novembre pour protester contre le projet de loi du gouvernement sur l'enseignement supérieur.

– PHOTO: OXFORD STUDENT © OUSU 2003 –

Front commun en faveur d'un nouveau transfert

DANS une lettre adressée au premier ministre Paul Martin à la fin de 2003, six organismes d'éducation nationale ont demandé au gouvernement fédéral d'investir à nouveau dans les universités et collèges canadiens au moyen d'un nouveau transfert fédéral-provincial consacré à l'enseignement postsecondaire.

Au moment de diffuser la lettre, le président de l'ACPPU, Victor Catano, a déclaré que « cette démarche représente une étape importante dans le rétablissement du secteur canadien de l'enseignement postsecondaire. En joignant ainsi leurs voix, ces six organismes envoient un message haut et fort au gouvernement. »

La lettre, cosignée par l'ACPPU, l'Association des universités et collèges du Canada, la Fédération canadienne des étudiantes et étudiants, l'Association des collèges communautaires du Canada, l'Alliance canadienne des associations d'étudiants et la Fédération canadienne des sciences humaines, rappelle au premier ministre que l'enseignement postsecondaire accessible et de grande qualité est vital pour le développement économique, social et culturel du Canada.

La lettre souligne que le financement de l'enseignement supérieur n'a pas suivi le rythme de croissance des effectifs et a par conséquent entraîné une augmentation spectaculaire des frais de scolarité et de la taille des classes, la dégradation relative des bibliothèques et du matériel pédagogique, la sérieuse détérioration de l'infrastructure des campus et, dans bien des cas, l'insuffisance de l'équipement et du soutien technologique.

En plus de demander au gouvernement fédéral de procéder à un nouveau transfert de fonds important, la lettre l'invite à accroître les ressources qu'il distribue aux étudiants sous la forme de subventions non remboursables fondées sur les besoins.

Enfin, la lettre recommande au gouvernement fédéral de s'engager à entreprendre avec les gouvernements provinciaux et territoriaux la conception et la mise en oeuvre du nouveau transfert fiscal consacré à l'enseignement postsecondaire.

Selon M. Catano, ce transfert — un objectif que l'ACPPU a cerné depuis longtemps — fortifierait l'engagement ferme de fonds fédéraux stables au titre de l'enseignement postsecondaire et servirait aussi à garantir que les provinces consacrent bel et bien l'argent aux universités et collèges. ■

English on page A1.

Enquête sur l'affaire d'un don à St. Michael's

L'ACPPU a mis sur pied un comité d'enquête spécial chargé d'examiner la cessation de la participation de Laurent Leduc à un programme d'éducation permanente sur la responsabilité sociale des entreprises qu'il avait aidé à fonder au Collège St. Michael's de l'Université de Toronto.

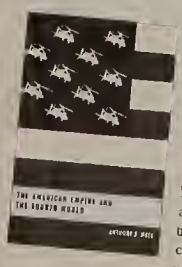
L'affaire a été portée à l'attention de l'ACPPU en 2003 après que des groupes de défense des droits des non-fumeurs ont protesté contre le fait que le collège ait accepté de la société Imperial Tobacco un don de 150 000 $ pour aider à financer le programme. M. Leduc a soutenu que le matériel didactique, créé d'après une étude de cas portant sur le don fait à une université britannique par un fabricant de tabac, a été refusé après la réception du don de l'Imperial Tobacco et que ses liens avec le programme ont pris fin par la suite.

Le comité d'enquête est composé d'Esam Hussein, professeur titulaire de chaire de génie mécanique à l'Université du Nouveau-Brunswick, et Robert McDermid, professeur agrégé de science politique à l'Université York.

Le comité est chargé d'enquêter sur les mesures que le collège a prises relativement à son programme de responsabilité sociale des entreprises et sur le rôle que M. Leduc y a joué, en vue de déterminer si la liberté universitaire a été violée ou menacée d'une façon quelconque et de formuler les recommandations appropriées. ■

BOOKSHELF
COIN DES LIVRES

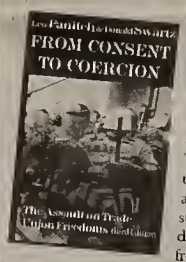
QUICK REVIEWS



The American Empire and the Fourth World

Anthony J. Hall. Montreal & Kingston: McGill-Queen's University Press, 2003; 736 pp; hardcover $49.95 CA

The American Empire and the Fourth World argues that the current imperial role of the United States began at its founding. The Royal Proclamation of 1763, which offered a qualified recognition of Aboriginal and treaty rights, infuriated many Anglo-American colonists. Their resulting sense of grievance was articulated in the Declaration of Independence which proclaims the "inalienable rights" of "all men" even as it accuses King George III of having "endeavoured to bring on the inhabitants of our frontiers the merciless Indian savages." The United States has never faced, let alone resolved, this fundamental contradiction in its founding document. This failure manifested itself in the lawlessness and militarism that characterized U.S. treatment of Indigenous peoples in the most formative phase of the country's frontier expansionism. The exclusion of "savages" from the republic's founding ideals of human equality came increasingly to permeate U.S. foreign policy, culminating in the ethnic and religious prejudices colouring the so-called "war on terrorism." *The American Empire and the Fourth World* presents comparative accounts of policies toward Aboriginals that have done much to shape the interconnected histories of the U.S., Canada, Latin America, South Africa, Australia, New Zealand and many other countries. The volume introduces a larger literary project entitled The Bowl with One Spoon.



From Consent to Coercion: The Assault on Trade Union Freedoms

Leo Panitch & Donald Swartz. Aurora, Ontario: Garamond Press, 2003; 270 pp; paper $26.95 CA.

This book is about a coercive assault on trade union rights in Canada by both federal and provincial governments of every political stripe that has spanned two decades. Societies defined as free in the sense of free trade and free enterprise have often been, and often are today, societies in which the freedoms of workers and those who advance the interests of workers are suppressed. Indeed, what confronts Canadians today is the actual meaning of the word free. We need to ask ourselves whether free pertains only to the freedom of those who do business or whether it pertains also to the freedom of the majority of Canadians who do not do business, but rather, work for those who own businesses, or who work for governments, which increasingly act as if they were businesses themselves. This new edition contains two new chapters, one on coercion in the Chrétien era and another which advances a bold new strategy for labour movements to confront the difficult challenges facing working people today.

Quick Reviews produced from information supplied by publishers.

HOMEWORK!

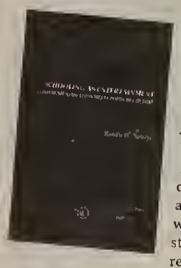
It Makes No Difference

Suppose we take three of the first six numbers, say (1, 3, 4) arranged in ascending order. Arrange the remaining three numbers in descending order: (6, 5, 2). Now pair them off and calculate the sum of the positive differences of the numbers in each pair: $(6-1) + (5-3) + (4-2) = 9$. We can do this starting with a different choice of three numbers: (2, 3, 5) and get the sum $(6-2) + (4-3) + (5-1) = 9$.

Your problem is to do the same sort of thing with the first 24 positive integers. Select 12 of them and arrange them in ascending order. Now arrange the remaining 12 in descending order. Pair them off in order and calculate the sum of the positive differences of the numbers in each pair. What is the answer? Try this with different choices and try to account for what happens.

Homework!, a regular feature of the Bulletin, comes to readers compliments of Edward Barbeau, professor of mathematics at the University of Toronto. Answer on page A8.

Fresh Insights into Corporate Hijacking of School Curriculum



Schooling as Entertainment: Corporate Education Meets Popular Culture

Randle W. Nelsen. Kingston, Ontario: Cedarcreek Publications, 2002; 142 pp; paper $15.95 CA.

By HEATHER-JANE ROBERTSON

IN *Schooling as Entertainment*, Randle Nelsen documents the relentless advance of "McSchools," where fast food, technology, standardized testing and bureaucratic ineptitude merge with popular culture. Once fused to popular culture, McSchools are precluded from challenging their shared core values of competition, materialism, vacuity and infotainment. In exchange, schools reap the loss of scholarship, reflection, critical thought and community. They become enjoined in maintaining and perpetuating the economic and social arrangements that keep power with the powerful even as the rest of us download assignments while watching "Entertainment Tonight."

Schools have always reflected their cultural contexts to some degree, but their cultural boundaries have become increasingly permeable. As education becomes appropriated as work-prep, the pressure to mimic "real-world" (i.e., consumer culture) characteristics intensifies. If life outside school consists of just-in-time, fragmented and digitized experiences, then schools will be judged by their ability, if not to be consistently entertaining, then at least to minimize the inconveniences endured by students.

In a consumer culture, utility consists of two parts: ease of acquisition of goods, and the association of these goods with the fulfilment of every human desire from affiliation to immortality. Education as infotainment thus reflects our own fears, not just the self-interested agenda of the elites who control the system. Too much rational thought, too much sustained consideration, too much independence and too much diversity will subvert the consumer culture of "entertainment" and thus endanger the entire house-of-credit-cards of contemporary society. It is not critical thinking per se that frightens us, but what we might think about.

Our ease comes at great cost. Education institutions remain complicit in advancing the interests of power, even though we have more tools to unmask our own exploitation than ever before. Rather than challenging (or even identifying) the replication of social control and economic exploitation rampant outside the classroom, the institutions of mass education further the alienation and unconsciousness of youth, not so much through teaching an ideology of compliance as through boring the life out of both students and their teachers. Most of the school's numbed-out "inmates" seem incapable of desiring resistance, let alone carrying out anything but the passive resistance of playing the school game.

As Nelsen reminds us, increasingly the game is on-line. Information technology serves to "soothe, subdue and train" both teachers and students, providing the justification and the means for vocationalizing education and standardizing what passes as knowledge.[1] As technology becomes the "core business" of the information age, its education "partner" must adapt to the ideology, politics and pragmatics of technocentricity.

Nelsen calls "the main drift" of technology the depersonalization of learning, in which ambiguity is treated as the enemy of the machine's innate binary logic. This imbedded dichotomy nurtures other false distinctions, between head and heart, for example, or objective and subjective realities. (p.15) Paradoxically, the same technology destroys distinctions that society has found of great value over time, including the separation between work time and other time, between children and adults, between information and knowledge and, of course, between learning something and being entertained.

Nelsen's theses are not necessarily original, but the subjects he explores to develop his arguments and illustrate edutainment's reach generate fresh insights. The author revisits several decades of his own scholarship on themes that at first seem unrelated. What could adolescent girls' preoccupation with friendship have to do with the history of corporate influence within 19th century universities? How could a discussion of Ritalin abuse illuminate the association between McLuhan's views of media and Denney's interest in leisure and social class? Yet if he is correct that the popular culture/education nexus is pervasive, then its footprints can be found everywhere. In general, Nelsen succeeds in linking these topics, if not always each to the others, then to his overarching themes.

Many paths, same door. But what's on the other side? The author's explorations of Bart Simpson and Homer's parallel experiences of managerial stupidity and boredom at work and school in the television show, "The Simpsons" (p. 71), and these characters' *ineffectual, media-bound means of protest, are insightful.* But what does it mean that this program remains the heavy favourite of 9-to-12-year-olds? Despite the best efforts of the institutions around them, is there incipient rebellion coming from the back seats of the SUV?

Despite my general agreement with Nelsen's theses, at several points I found I wanted him to discuss dissent and resistance, even if this discussion was to conclude that its success had been marginal.

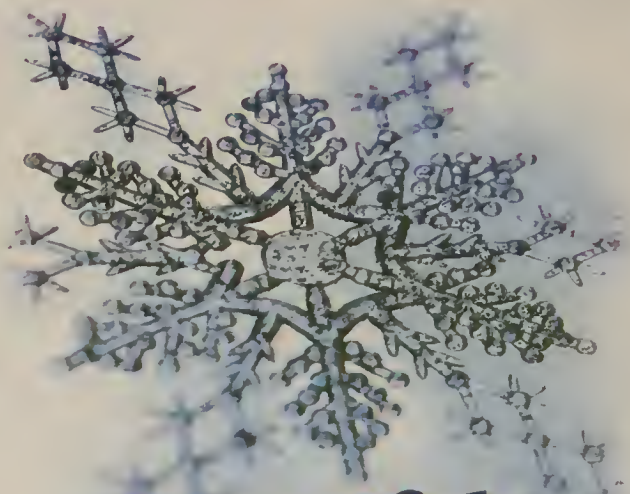
For example, the author's discussion of the Youth News Network (YNN), a scheme designed to beam corporate propaganda arbitrarily divided between "news" and "advertising" into 5,000 Canadian schools, is incomplete without reflecting on the outcome. A coalition of individuals, community groups, unions and students successfully derailed this project even though it looked like a done deal in several provinces. Activists managed to force school boards and provincial governments to back out of signed agreements with YNN's parent corporation. Such success stories may be all too uncommon, but telling them provides an antidote to the hegemony of TINA (There Is No Alternative).

Other topics raised in the text, from corporate-sponsored research to in-school marketing are being challenged, with varying degrees of success, here and in other countries. No author should be obligated to present a blueprint (or, god forbid, a strategic plan) to guide his readers, but in my opinion, telling these stories without discussing the reactions they have generated leaves an unfortunately incomplete record.

At times, my attention wandered, and I wondered why the author was pursuing tangents that interested him rather than me. Aha. My reaction undoubtedly underscores Nelsen's learning-as-entertainment thesis. This book does not pander to the contemporary desire to wrap our information in minimalist, see-through packaging marketed to us in pleasant, efficient surroundings. It expects us to make the effort to participate in seeing our own feet stuck to the sticky web of which we are a part. ■

Heather-jane Robertson, co-author of the best-selling *Class Warfare: The Assault on Canada's Schools* and author of *No More Teachers, No More Books: The Commercialization of Canada's Schools*, is vice-president of the Canadian Centre for Policy Alternatives.

1. Robertson, Heather-jane (1998). *No More Teachers, No More Books: The Commercialization of Canada's Schools*. Toronto: McClelland & Stewart.



Beautiful, unique things

Intricate, delicate, and exquisite, individual snowflakes are unique creations of crystalline art. Much of our knowledge and appreciation of their beauty is attributable to Wilson "Snowflake" Bentley, a farmer from Jericho, Vermont, whose twin fascinations with photography and snow crystals first revealed to the world their complex symmetry and kaleidoscopic diversity.

His thousands of photo-micrographic plates forever changed our perception of the element that, at times, encrusts roughly 23 per cent of the earth's surface. "Under the microscope, I found that snowflakes were miracles of beauty and it seemed a shame that this beauty should not be seen and appreciated by others," wrote Bentley.

It's an interesting metaphor for the unique and often unseen qualities that make the University of Windsor such a pleasant surprise for those who choose to look more closely at its unique features and benefits. These include a welcoming collegiality among our academic community and a student-focused emphasis on teaching and learning. Our academic and research reputation, especially in our pinnacle areas of automotive engineering, the environment, and social justice, is widely acknowledged.

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NEWS

Council Adopts Policy Statement on Federal Contractors Program

At its November meeting, CAUT Council called on the federal government to "amend the Employment Equity Act to ensure that the Federal Contractors Program is capable of being enforced through the employment equity branch of the Canadian Human Rights Commission." The new policy statement on the Federal Contractors Program was recommended to Council by its standing committees.

The FCP requires organizations bidding on large federal contracts to certify their commitment to employment equity. The program applies to universities among others, with 100 or more employees if they receive federal government goods or services contracts of $200,000 or more.

"A majority of Canadian universities are covered by this program," said James Turk, executive director of CAUT. "But the problem is their employment equity undertakings are unenforceable if breached."

While the workplace equity branch of Human Resources Development Canada, charged with the task of overseeing the program, has the authority to discontinue or refuse to renew agreements with universities that do not comply with certification, Turk says there is no evidence the branch has ever rescinded or refused to renew funding for any university despite its employment equity record.

"There's a misconception that FCP universities are in compliance with their obligations," he said. "But there is evidence that shows otherwise."

The Federal Contractors Program was established in 1986 by Cabinet decision and is not specifically enforceable through any legislative instrument. ■

L'ACPPU se joint à Égale Canada

L'ACPPU a adhéré à l'organisme de défense des droits Égale Canada. « Égale Canada a jusqu'ici contribué de façon importante à favoriser l'équité et la justice pour les personnes lesbiennes, gaies, bisexuelles et transgenres (LGBT) et leurs familles », a annoncé le directeur général de l'ACPPU, James Turk. « Compte tenu de l'attachement marqué de l'ACPPU à l'équité et du contexte actuel du débat sur l'orientation sexuelle et l'égalité juridique, il est tout à fait logique de se joindre à ce groupe de revendication national. »

Égale Canada se trouve au beau milieu d'une campagne d'intense lobbying visant à convaincre les parlementaires canadiens d'appuyer le mariage égal pour les personnes du même sexe. D'autre part, cet organisme s'emploie à faire modifier les lois sur la propagande haineuse, à faire de l'identité sexuelle un motif de discrimination interdit, à réformer les lois désuètes sur les maisons de débauche, à faire en sorte que les jeunes LGBT trouvent leur place à l'école, à défendre la condition parentale et les questions touchant la reproduction et à lutter contre la censure et l'injuste prise en cible des librairies LGBT.

« Le parrainage de l'ACPPU arrive à point nommé pour Égale », a déclaré M. Turk. « L'égalité des droits et des valeurs constitutionnelles joue un rôle de plus en plus important dans la société canadienne moderne, et l'action d'Égale est tributaire des dons de ses membres. »

Égale Canada reçoit l'appui, entre autres, de l'Association canadienne des travailleuses et travailleurs sociaux, des Travailleurs et travailleuses canadien(ne)s de l'automobile, de la Fédération canadienne des étudiantes et étudiants, du Congrès du Travail du Canada, du Syndicat canadien de la fonction publique, du Conseil unitaire canadien, de l'Association nationale de la femme et du droit et de l'Église unie du Canada.

À son assemblée du 22 novembre dernier, le conseil de l'ACPPU a décidé par un vote unanime d'adhérer à Égale Canada et de faire un don de 500 $. ■

Traduit de l'article « CAUT Joins Egale Canada » (*Bulletin* de l'ACPPU, décembre 2003).

Answer to Homework!

From page A7. The key observation to make is that each pair consists of one number that is no greater than 12 and one number that is at least 13.

Let us see, for example, why the fourth pair of numbers cannot both be at most 12. If this were so, then it would mean that the first four numbers of the first set and the last nine (from the fourth to the twelfth) of the second set were all at most 12, which cannot occur. Similarly, one can argue that it is not possible for both numbers of any pair to be at least 13. Thus, the required sum always turns out to be:

$$(24 + 23 + 22 + \ldots + 13) - (12 + 11 + 10 + \ldots + 1)$$
$$= (24 - 1) + (23 - 2) + (22 - 3) + \ldots + (13 - 12)$$
$$= 23 + 21 + 19 + 17 + 15 + \ldots + 1$$
$$= (23 + 1) + (21 + 3) + (19 + 5) + (13 + 11)$$
$$= 6 \times 24 = 144 = 12^2$$

NEWS ACTUALITÉS

Dalhousie Law Prof Wins Sarah Shorten Award

JENNIFER Bankier, professor of law at Dalhousie University, is the recipient of the 2003 Sarah Shorten Award. The award, presented by CAUT Council on Nov. 22, recognizes outstanding achievement in promoting the advancement of women in Canadian universities.

Bankier, nationally recognized for her dedication to academic freedom and universal equality, has been actively involved in the Dalhousie Faculty Association for the past 20 years, including serving two terms as president. In addition, she served two successive terms as chair of CAUT's Status of Women Committee, and as treasurer and vice-president of the Nova Scotia Confederation of University Faculty Associations.

Jennifer Bankier

Bankier was cited for her commitment to the cause of eliminating discrimination within Canadian universities and society at large, for her scholarly writing for law journals and other publications, and for her influence over a generation of law students who have become more knowledgeable of equity concerns.

"This award represents much more than an acknowledgement of Dr. Bankier's legacy of leadership in equality issues," said Edith Zorychta, former chair of CAUT's Status of Women Committee. "It also signifies the exceptional contribution she's made as a scholar, educator and an effective and influential mentor and catalyst for change. She leads with passion and clarity of purpose, and understands that the way to achieve an inclusive society is to educate, challenge and inspire our colleagues."

The national award is named after the late Sarah Shorten, who served for three years in the 1980s as vice-president and president of CAUT.

Bankier joins 12 other distinguished women who have received this award since its inception in 1990. ■

Version française à la page A4.

Le Conseil adopte une résolution sur l'amiante

À SON assemblée de novembre, l'ACPPU a adopté une résolution demandant au gouvernement fédéral de mettre fin aux exportations d'amiante, de retirer son soutien financier à l'Institut de l'amiante et de soutenir une campagne mondiale d'élimination totale de l'amiante.

La résolution, proposée par le Comité de direction de l'ACPPU, se fonde sur le fait reconnu que l'exposition à la poussière d'amiante est l'un des problèmes de santé et de sécurité au travail les plus sérieux au monde. Cette réalité a heurté de front les universitaires canadiens lorsque plusieurs employés de l'Université du Manitoba, qui travaillaient depuis de nombreuses années dans les même bâtiments contenant de l'amiante, ont développé la mésothéliome, un cancer rare de la plèvre des poumons, causée par l'exposition à la poussière d'amiante.

« L'amiante est un danger pour nos membres parce que la plupart des bâtiments des campus construits avant la moitié des années 1970 contiennent de l'amiante », explique Laura Lozanski, agente de santé et de sécurité au travail de l'ACPPU. « L'usure normale des bâtiments de même que les travaux de rénovation peuvent libérer de la poussière d'amiante dans l'atmosphère.

Mme Lozanski précise que l'amiante est un cancérogène puissant qui pose toujours une menace pour la santé, peu importe le degré d'exposition.

Producteur d'amiante de premier plan, le Canada a résisté aux tentatives qui ont été faites dans le monde en vue d'interdire l'utilisation de cette substance. En dépit de la résistance du Canada, l'amiante sera interdite dans toute l'Union européenne d'ici 2005 de même qu'en Argentine, en Australie, au Chili, en Croatie et en Arabie saoudite. La France, qui a déjà été l'un des principaux importateurs d'amiante, n'en achète plus du tout.

Selon l'Organisation internationale du travail, 100 000 travailleurs meurent chaque année du cancer causé par l'amiante et des dizaines de milliers d'autres travailleurs sont victimes de maladies apparentées à l'amiante.

Le service de santé et de sécurité au travail de l'ACPPU publiera bientôt un bulletin d'information sur l'amiante, et un séminaire spécial sur l'amiante sera organisé dans le cadre de la conférence sur la santé et la sécurité au travail que l'ACPPU tiendra du 2 au 4 avril prochain à Halifax.

« Nous encourageons toutes les associations de professeurs à veiller à ce que leurs représentants au sein des comités mixtes de la santé et de la sécurité abordent les questions liées aux risques de l'amiante et à s'assurer que les mesures qui s'imposent sont prises pour protéger les professeurs, les étudiants et les autres membres du personnel qui travaillent dans des bâtiments contenant de l'amiante », a déclaré Mme Lozanski. ■

Pour renseignements : Laura Lozanski (lozanski@caut.ca).

English on page A4.

Censured Administrations in the United States

INVESTIGATIONS by the American Association of University Professors of the administrations of the institutions listed below show that, as evidenced by a past violation, they are not observing the generally recognized principles of academic freedom and tenure endorsed by this Association, the Association of American Colleges and Universities, and more than 150 other professional and educational organizations. The 1940 Statement of Principles on Academic Freedom and Tenure may be found in the May-June 1990 issue of Academe.

This list is published for the purpose of informing Association members, the profession at large, and the public that unsatisfactory conditions of academic freedom and tenure have been found to prevail at these institutions. Names are placed on or removed from this censure list by vote of the Association's Annual Meeting.

AAUP

Placing the name of an institution on this list does not mean that censure is visited either upon the whole of the institution or upon the faculty, but specifically upon its present administration.

The term "administration" includes the administrative officers and the governing board of the institution. This censure does not affect the eligibility of nonmembers for membership in the Association, nor does it affect the individual rights of members at the institution in question.

Members of the Association have often considered it to be their duty, in order to indicate their support of the principles violated, to refrain from accepting appointment to an institution so long as it remains on the censure list. Since circumstances differ widely from case to case, the Association does not assert that such an unqualified obligation exists for its members; it does urge that, before accepting appointments, they seek information on present conditions of academic freedom and tenure from AAUP (500-1012 14th St. N.W., Washington, D.C. 20005-3465) and prospective departmental colleagues. The Association leaves it to the discretion of the individual, possessed of the facts, to make the proper decision.

The censured administrations, with dates of censuring, are listed below. Reports were published as indicated by the Bulletin or Academe citations following each listing. Reference should also be made to "Developments Relating to Censure by the Association" and to the "Report of Committee A," each of which appears annually in Academe. ■

AAUP List of Censured Administrations

GROVE CITY COLLEGE *PENNSYLVANIA*	March 1963(15-24)	1963
AMARILLO COLLEGE *TEXAS*	September 1967(292-302)	1968
FRANK PHILLIPS COLLEGE *TEXAS*	December 1968(433-38)	1969
CONCORDIA SEMINARY *MISSOURI*	April 1975(49-59)	1975
HOUSTON BAPTIST UNIVERSITY	April 1975(60-64)	1975
MURRAY STATE UNIVERSITY *KENTUCKY*	December 1975(322-28)	1976
UNIVERSITY OF OSTEOPATHIC MEDICINE AND HEALTH SCIENCES *IOWA*	April 1977(82-87)	1977
STATE UNIVERSITY OF NEW YORK	August 1977(237-60)	1978
PHILLIPS COMMUNITY COLLEGE OF THE UNIVERSITY OF ARKANSAS	May 1978(93-98)	1978
WINGATE COLLEGE *NORTH CAROLINA*	May 1979(240-50)	1979
OLIVET COLLEGE *MICHIGAN*	April 1980(140-50)	1980
NICHOLS COLLEGE *MASSACHUSETTS*	May 1980(207-12)	1980
YESHIVA UNIVERSITY *NEW YORK*	August 1981(186-95)	1982
AMERICAN INTERNATIONAL COLLEGE *MASSACHUSETTS*	May-June 1983(42-46)	1983
METROPOLITAN COMMUNITY COLLEGES *MISSOURI*	March-April 1984(23a-32a)	1984
WESTMINSTER COLLEGE OF SALT LAKE CITY	November-December 1984(1a-10a)	1985
TALLADEGA COLLEGE *ALABAMA*	May-June 1986(6a-14a)	1986
SOUTHERN NAZARENE UNIVERSITY *OKLAHOMA*	November-December 1986(7a-11a)	1987
PONTIFICAL CATHOLIC UNIVERSITY OF PUERTO RICO	May-June 1987(33-38)	1987
HUSSON COLLEGE *MAINE*	May-June 1987(45-50)	1987
HILLSDALE COLLEGE *MICHIGAN*	May-June 1988(29-33)	1988
MARYLAND INSTITUTE COLLEGE OF ART	May-June 1988(49-54)	1988
SOUTHEASTERN BAPTIST THEOLOGICAL SEMINARY *NORTH CAROLINA*	May-June 1989(35-45)	1989
THE CATHOLIC UNIVERSITY OF AMERICA	September-October 1989(27-40)	1990
OCAN COLLEGE *MASSACHUSETTS*	May-June 1991(27-32)	1992
BALTIMORE CITY COMMUNITY COLLEGE	May-June 1992(37-41)	1992
LOMA LINDA UNIVERSITY *CALIFORNIA*	May-June 1992(42-49)	1992
CLARKSON COLLEGE *NEBRASKA*	May-June 1993(46-53)	1993
NORTH GREENVILLE COLLEGE *SOUTH CAROLINA*	May-June 1993(54-64)	1993
SAVANNAH COLLEGE OF ART AND DESIGN	May-June 1993(65-70)	1993
UNIVERSITY OF BRIDGEPORT	November-December 1993(37-45)	1994
BENEDICT COLLEGE *SOUTH CAROLINA*	May-June 1994(37-46)	1994
NYACK COLLEGE *NEW YORK*	September-October 1994(73-79)	1995
BENNINGTON COLLEGE	March-April 1995(91-103)	1995
ALASKA PACIFIC UNIVERSITY	May-June 1995(32-39)	1995
ESSEX COMMUNITY COLLEGE *MARYLAND*	May-June 1995(40-50)	1995
ST. BONAVENTURE UNIVERSITY *NEW YORK*	July-August 1995(65-73)	1996
NATIONAL PARK COMMUNITY COLLEGE *ARKANSAS*	May-June 1996(41-46)	1996
SAINT MEINRAD SCHOOL OF THEOLOGY *INDIANA*	July-August 1996 (51-60)	1997
MINNEAPOLIS COLLEGE OF ART AND DESIGN	May-June 1997 (53-58)	1997
BRIGHAM YOUNG UNIVERSITY	September-October 1997 (52-71)	1998
UNIVERSITY OF THE DISTRICT OF COLUMBIA	May-June 1998 (46-55)	1998
LAWRENCE TECHNOLOGICAL UNIVERSITY	May-June 1998 (56-62)	1998
JOHNSON AND WALES *RHODE ISLAND*	May-June 1999 (46-50)	1999
MOUNT MARTY COLLEGE *SOUTH DAKOTA*	May-June 1999 (51-59)	1999
ALBERTUS MAGNUS COLLEGE *CONNECTICUT*	January-February 2000 (54-63)	2000
CHARLESTON SOUTHERN UNIVERSITY *SOUTH CAROLINA*	January-February 2001 (63-77)	2001
TIFFIN UNIVERSITY *OHIO*	January-February 2002 (53-63)	2002
UNIVERSITY OF DUBUQUE *IOWA*	September-October 2001 (62-73)	2002

NEWS ACTUALITÉS

LETTERS

Essays Required for English

I suppose the fact that Alexander Berezin teaches in the engineering physics department at McMaster may explain some of the comments in his letter "Plagiarism Program Panned" (Bulletin, Dec. 2003), and they certainly hint at the two solitudes of the humanities and science in their failure to understand what goes on outside of his discipline.

The statement "in the computer age" class essays "have very low educational value and are generally almost meaningless" is ridiculous. Have computers rendered prose analysis obsolete, or is the suggestion meant to be that because cheating is now easier we should abandon a crucial tool for evaluation? As an English professor it is my job to gauge my students' ability to analyze texts cogently and to write up that analysis effectively, and that certainly cannot be done through Berezin's preferred methods of "direct tests, class colloquiums and face-to-face examinations."

Tests have very low educational value in my discipline, while colloquiums and face-to face encounters hardly indicate writing skills. The fact that the Turnitin program cannot capture every imaginable form of plagiarism does not disqualify its usefulness, and the line between originality and theft is not nearly as blurred as Berezin suggests. Indeed, I would argue that given contemporary online resources it is crucial to reinforce the importance of dealing properly with secondary sources of information.

The tone of Berezin's letter seems to imply that professors are at fault for trying to detect intellectual dishonesty, while students who cheat should remain free from such Orwellian intrusions as checking whether they actually wrote the assignments they pass in. If this is the lesson of the computer age, I'm glad I still operate in the apparently passé world of essay writing.

RICHARD NEMESVARI
Chair, English
St. Francis Xavier University

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CAUT

2004 - 3M TEACHING FELLOWSHIPS

Call for Nominations

The Society for Teaching and Learning in Higher Education (STLHE) and 3M Canada are pleased to announce the continuation of the 3M Fellows Program with up to 10 awards for 2004.

The Award

- A citation of excellence presented at the STLHE Conference in June in recognition of exemplary contributions to teaching and learning.
- An all expense paid 3-day retreat at Fairmont Le Château Montebello, November 6–8, 2004.

Eligibility

- Open to all individuals currently teaching at a Canadian university, regardless of discipline or level of appointment.

Criteria for the Award

- Excellence in teaching over a number of years, principally (but not exclusively) at the undergraduate level.
- Commitment to the improvement of university teaching with particular emphasis to contributions beyond the nominee's discipline or profession.

Nomination Procedure

- Several items should be included in the nomination package including a nomination brief which presents the case for the nominee. For details please see the Call for Nominations and the Guide for Preparing a Nomination. These are available from the Office of the Vice-President (Academic), the STLHE website www.tss.uoguelph.ca/stlhe and at the 3M Teaching Fellowship website www.mcmaster.ca/3Mteachingfellowhips

For more information:
STLHE
c/o Dr. Arshad Ahmad
Programme Coordinator
Concordia University
1455 de Maisonneuve West
Montreal, Quebec H3G 1M8
(514) 848-2424 ext 2928/2793
Email: arshad@jmsb.concordia.ca

Nomination Deadline:
March 6, 2004

PRIX D'ENSEIGNEMENT 3M - 2004

Appel de candidatures

La Société pour l'avancement de la pédagogie dans l'enseignement supérieur (SAPES) et la compagnie 3M Canada ont le plaisir d'annoncer la poursuite du Programme des prix d'excellence 3M dans le cadre duquel dix prix seront accordés pour l'année 2004.

Le prix

- Un certificat d'excellence attestant d'une contribution remarquable à l'enseignement et à l'apprentissage remis lors de la conférence de la SAPES, en juin.
- Une rencontre de 3 jours au Fairmont Le Château Montebello, tous frais payés, du 6 au 8 novembre 2004.

Admissibilité:

- Toute personne enseignant présentement dans une université canadienne, quels que soient sa discipline ou son niveau hiérarchique.

Critères d'attribution

- Excellence de l'enseignement depuis plusieurs années, principalement (mais pas exclusivement) au premier cycle.
- Engagement à améliorer la qualité de l'enseignement universitaire, notamment par des contributions dépassant le cadre de sa discipline ou profession.

Dossier de candidature

- Le dossier de candidature doit comporter plusieurs éléments, dont une brève présentation de la candidate ou du candidat. Pour plus de détails, veuillez consulter l'Appel de candidatures et le Guide de mise en candidature, disponibles au Bureau du vice-recteur à l'enseignement et à la recherche, sur le site Web de la SAPES : www.tss.uoguelph.ca/stlhe et sur celui des prix d'enseignement 3M : www.mcmaster.ca/3Mteachingfellowhips.

Pour tout complément d'information :
SAPES, a/a de M. Arshad Ahmad, Ph.D
Coordonnateur, Programme des prix d'enseignement 3M
Université de Concordia
1455, boul. de Maisonneuve Ouest
Montréal (Québec) H3G 1M8
(514) 848-2424 poste 2928/2793
Courriel : arshad@jmsb.concordia.ca

Date limite de dépôt des candidatures :
le 6 mars 2004

CAUT Signs International Agreements

CAUT members can now benefit from new reciprocal membership agreements signed with national academic staff unions in Denmark, Norway and Sweden.

The agreements, which are similar to those already signed with national unions in Australia, Ireland, New Zealand, the United Kingdom and the United States, provide CAUT members with rights and privileges when they are temporarily located in the countries who are party to the agreement.

"Reciprocal membership agreements with international higher education unions provide for arrangements whereby members of one organization can benefit from services provided by the other when working temporarily at universities or other higher education or research institution where the host organization is recognized," said CAUT executive director James Turk.

Reciprocity members will be offered the status of "guest membership" in Denmark, Norway and Sweden and "individual associate membership" in Canada while working for a period of up to two years in institutions where parties to the agreements have recognition.

Members have reciprocal access to advice on employment contracts and informal representation if required. Membership privileges also include access to financial and other services normally available to members of the host organization.

"CAUT members who will be visiting professors or are arranging other temporary employment at universities in countries where reciprocal agreements exist should notify us ahead of time so we can advise our international partners," Turk said.

The new agreements were approved at the CAUT Council meeting in Ottawa in November. ■

Reciprocal membership agreements can be viewed at www.caut.ca

CAUT's contact for this program is international affairs officer Robert Léger (leger@caut.ca).

Version française à la page A4.

CAUT Launches 'War on Terrorism' Watchdog Site

CAUT has created a new web site to provide public access to the growing list of "war on terrorism" measures taken by governments in Canada, the United States and Europe.

The site, www.WarOnTerrorismWatch.ca, includes links to government legislation and policy as well as analysis of these measures.

"With the flood of government initiatives in the aftermath of Sept. 11, sweeping new powers have been placed in the hands of police, security intelligence agencies, customs and immigration officials and other authorities," said James Turk, executive director of CAUT. "But these new anti-terrorism powers have been introduced with little public awareness of their impact on civil liberties, privacy, sovereignty and basic human rights."

Turk said the site is part of CAUT's contribution to the work of the International Civil Liberties Monitoring Group, a broad Canadian coalition which includes, along with CAUT, the Canadian Bar Association, Amnesty International, the Canadian Labour Congress, CARE Canada, La Ligue des droits et libertés, World Vision Canada and dozens of other national organizations.

"CAUT has long been an advocate for civil liberties and human rights. It's part of our commitment to academic freedom," Turk said.

"We feel academic freedom can only exist in societies where civil liberties and human rights are valued and protected." ■

Prix des bibliothécaires pour services émérites

JEANETTE Buckingham, bibliothécaire de l'Université de l'Alberta, a remporté cette année le Prix des bibliothécaires de l'ACPPU pour services émérites.

Mme Buckingham a été choisie en raison des efforts qu'elle a déployés pour la promotion du statut professionnel et des conditions de travail des bibliothécaires.

Le prix a été décerné le 21 novembre dernier lors de l'assemblée du Conseil de l'ACPPU. C'est un jury indépendant désigné par le Comité des bibliothécaires de l'ACPPU qui a recommandé la titulaire du prix.

« Mme Buckingham participe depuis longtemps aux activités de l'Association du personnel universitaire de l'Université de l'Alberta, dont elle a été la présidente », a déclaré le président du Comité des bibliothécaires, Christopher Dennis. « Elle a en plus occupé de nombreux postes au sein du conseil de l'association et de l'Association of Professional Librarians de l'université. À l'heure actuelle, elle travaille notamment à revoir et à négocier l'accord entre les professeurs et l'administration et à établir une convention pour les agrégés de recherche de l'université. »

Bon nombre des lettres de mise en candidature expriment à quel point les collègues de Mme Buckingham sont reconnaissants de son travail d'intervention, de leader, d'approche et de mentorat qui contribue si bien à promouvoir les intérêts professionnels et universitaires des bibliothécaires à l'université.

« Nous sommes ravis d'exprimer notre reconnaissance à une personne qui, grâce à ses efforts persistants et à son engagement à long terme, a permis que les bibliothécaires participent à la vie universitaire à titre de partenaires égaux dans des conditions semblables à celles des professeurs », a dit M. Dennis.

L'ACPPU a créé ce prix pour récompenser les réalisations des bibliothécaires ou d'autres membres du personnel universitaire qui ont contribué au cours de leur carrière à faire progresser le statut professionnel des bibliothécaires dans les universités canadiennes.

Mme Buckingham est la cinquième bibliothécaire à remporter le prix depuis sa création il y a dix ans. ■

English on page A5.

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* Mortgage rates as of January 12/2004. Rates are subject to change without notice. Variable rate for initial 3 months. All other rates are closed.

CAREERS
CARRIÈRES

SECTION B

UNIVERSITY OF CALGARY

Dean of Humanities

The **University of Calgary** invites applications and nominations for Dean of the Faculty of Humanities, with the appointment expected to commence July 1, 2004.

The Faculty of Humanities seeks a passionate and assertive Dean with a dynamic approach to administrative practice. The Dean will be committed to the humanities disciplines and will provide leadership and support for faculty, staff and students. The ideal candidate will be innovative, eloquent, and focused on the challenges of a university embracing change and growth. The Dean will build bridges internal and external to the university, celebrate the Faculty's diverse strengths, and demonstrate leadership in terms of vision and outcome. This vision should be clear and flexible and in keeping with the priorities of the University's Academic Plan. (http://www.ucalgary.ca/academic-plan/)

The successful candidate will encourage the continued development of an ambitious research culture in the Faculty. The candidate will promote academic excellence and academic freedom as well as value diversity and cultural challenge. The Dean will have a broad understanding of the importance of the humanities as core to a university, and will imagine new ways to foster student learning, research, interdisciplinarity, and community outreach. It is important that the Dean be an effective advocate for the Faculty of Humanities within the University and in the community at large. The Dean will devise ways to engage students, alumni, faculty and others in outreach, development, internationalization, and fund-raising initiatives.

The Faculty of Humanities has six departments with 110 continuing full-time faculty members delivering programmes to 1,084 majors and 138 graduate students with an undergraduate course enrollment of 8,786 students per semester. The Faculty participates in various joint programmes with other faculties and offers highly successful graduate programmes at the master's and doctoral levels.

The Dean must have a strong record of administrative experience in an academic setting, and should possess outstanding academic credentials and a record of scholarly achievement consistent with a senior appointment.

The deadline for applications is **January 31, 2004**; however, consideration of applications and nominations will begin immediately upon receipt. Applications should consist of a letter stating the applicant's interest in the position and a curriculum vitae. The candidate is responsible for contacting three referees and arranging for letters of reference to be sent to Dr. Bond in confidence by January 31, 2004. Please submit applications and nominations to: **Dr. Ronald B. Bond,** Provost and Vice-President (Academic), at the address below. Telephone: (403) 220-5464; Fax: (403) 289-6800; Web site: http://www.ucalgary.ca.

Department of Chemistry

The **Department of Chemistry** invites applications for a full-time tenure-track position in any area of Theoretical Organic Chemistry at the Assistant Professor level.

Individuals who can fulfill the department's commitment to excellence in teaching at both the undergraduate and graduate levels and who have, or will develop, an imaginative and vigorous research program are encouraged to apply. Applicants must have a PhD degree and post-doctoral research experience, or equivalent. Interested persons should consult the Web site of the Alberta Ingenuity Fund (http://www.albertaingenuity.ca/) to learn more about the generous programs to support research that are available to supplement the internally available support that this dynamic department can provide. Although this is an open position, candidates who would be eligible for an NSERC University Faculty Award are encouraged to apply.

The successful candidate will be expected to take up the position on July 1, 2004. Further information about the Department is available at http://www.chem.ucalgary.ca/.

Applicants should submit a curriculum vitae, a list of publications, a summary of research interests, a detailed research proposal and any available teaching evaluations by **March 1, 2004** to: **Dr. B. A. Keay**, Head, Department of Chemistry, at the address below. Confidential Fax: (403) 284-1372; E-mail: keay@ucalgary.ca

Candidates should also arrange for three confidential letters of reference to be mailed directly to the same address by that date.

Department of English

The **Department of English** at the University of Calgary invites applications for one tenure-track position at the rank of Assistant Professor effective July 1, 2004 in Modern and Contemporary Literature. We are particularly interested in candidates with specialization in one or more of the following areas: International Modernism, American Literature, and/or Cultural Studies. The successful applicant will be expected to teach courses at every level, including senior undergraduate and graduate courses in modern and/or contemporary literature, and to supervise honours and graduate students. We are seeking candidates with a completed or nearly-completed PhD, a promising publication record, and intellectual breadth and flexibility.

The Department of English at the University of Calgary is one of the most dynamic research and teaching departments in Canada, with thriving PhD, MA and undergraduate programs. In keeping with the four principles of the University's Academic Plan,[1] we are committed to learning-centred teaching, research, interdisciplinarity, and a return to the community. We offer Canada's only PhD, MA, and BA in English with a concentration in Creative Writing and enjoy the benefits of the generously endowed Markin-Flanagan Distinguished Writers Programme[2] which has recently hosted, among many others, Nicole Brossard, Robert Creeley, Robert Kroetsch, Tony Kushner, Ursula Le Guin, Deepa Mehta, Michael Ondaatje, Adrienne Rich, Wole Soyinka, D.M. Thomas, and Yevgeny Yevtushenko. We are currently developing the first Performance Studies Program in Canada with proposed admission by Fall 2005. For more information about the Department, see our home page.[3]

We encourage applications from all qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. Applicants should send a curriculum vitae, a publication or a writing sample of no more than 10 pages, and evidence of teaching effectiveness, and arrange to have three confidential letters of reference forwarded directly to: **Dr. Susan Rudy**, Chair, Department of English, at the address below. Only applicants whose dossiers are complete by **March 1, 2004** will be considered.

1 http://www.ucalgary.ca/academic-plan

2 http://www.english.ucalgary.ca/markin/concept.htm

3 http://www.english.ucalgary.ca

Haskayne School of Business

The **Haskayne School of Business** is seeking candidates for an anticipated two-year, limited term, Instructor position in operations management. A high motivation for teaching is required, as the instructor will teach eight undergraduate courses each academic year. These courses are at both core and elective levels, and may include a spreadsheet management science course. The anticipated start date is Fall 2004.

Candidates must have a Master's of Business Administration or a post-graduate degree in a related field. Academic and/or industry experience in operations management, or a closely related field, is an asset. Information about the area and its activities, as well as course descriptions, can be found at www.haskayne.ucalgary.ca/opma.

An AACSB accredited school, we have more than 40 partnerships with top business schools around the world. More than 3,000 full- and part-time students are currently enrolled in degree and executive education programs. For more information about the school, visit www.haskayne.ucalgary.ca.

Interested individuals are asked to submit their curriculum vitae, three reference letters, and copies of teaching evaluations (if available) to: **Jaydeep Balakrishnan**, PhD, Area Chair, Operations Management, Haskayne School of Business, at the address below. Telephone: 403-220-7844; Fax: 403-210-3327; E-mail: jaydeep.balakrishnan@haskayne.ucalgary.ca.

All applications received before **January 30, 2004** will receive full consideration. This position will remain open until filled.

University of Calgary, 2500 University Dr. N.W., Calgary, AB Canada T2N 1N4

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.
The University of Calgary respects, appreciates and encourages diversity.
To see all University of Calgary academic positions, please visit www.ucalgary.ca/hr/career

www.ucalgary.ca

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CAREERS CARRIÈRES

A

■ **ACCOUNTING — The University of Alberta** Applications are invited for full-time positions in accounting, beginning July 1, 2004. Position is subject to funding. PhD or equivalent required. Salary and rank depend on experience and qualifications. Competition remains open until the positions are filled. Send resumes to: Michael Gibbins, Chair, Department of Accounting & MIS, Faculty of Business, University of Alberta, Edmonton, Alberta, Canada, T6G 2R6. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

■ **ACCOUNTING — The University of Waterloo.** Applications are being accepted for tenure-track positions at the Assistant Professor, Associate Professor or Professor level in Accounting beginning after June 30, 2004. The successful candidate will have a PhD in Accounting (completed or near completion) and an actively developing research program. Duties include research and teaching at undergraduate and graduate levels. Salary range commensurate with qualifications and experience. The closing date for applications is February 29, 2004. Send curriculum vitae to: Professor A.K. Mason, Director, School of Accountancy, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. Candidates who are likely to be selected for an interview will subsequently be asked to arrange for three letters of reference. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

■ **ADMINISTRATION — The University of Windsor.** The Odette School of Business invites applications for the position of Associate Dean. Academic Resources commencing July 1, 2004. The Associate Dean, Academic Resources, will work closely with the Dean in fostering internal and external relationships and act as the delegate for the Dean on various committees. A major responsibility will be to promote the strategic plans of the Business School with its stakeholders and to assist in attracting resources. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Roger Hussey, Dean, Odette School of Business, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519.253.3000, Ext. 3091; Fax: 519.973.7073; Email: jdeslip@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Deslich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

■ **ANTHROPOLOGY — The University of Toronto at Scarborough.** The Department of Social Sciences seeks to fill a one-year contractually limited position in sociocultural anthropology. We seek applicants to teach the following areas: religion, gender, development, modern Canada, Africa, field methods, social organization, and globalization. Other topics and regions may also be of interest. The normal teaching load is 5 half courses. Applicants should have a solid grounding in theory and active ethnographic interests as well teaching experience. Please submit letter, c.v., and the names of three referees to: Interim Chair, Department of Social Sciences, University of Toronto at Scarborough, 1265 Military Trail, Toronto, Ontario M1C 1A4. Deadline: Friday, February 13, 2004. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to further diversification of ideas. Additional information on the Department of Social Sciences can be found at http://www.utsc.utoronto.ca/~socsci. This competition will remain open until the position is filled. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ **ANTHROPOLOGY — Concordia University.** The Faculty of Arts and Science, has one limited-term appointment available in Anthropology. Please see our full-page display ad in this issue.

■ **APPLIED HUMAN SCIENCES — Concordia University.** The Faculty of Arts and Science, has up to six limited-term appointments available in its Department of Applied Human Sciences. Please see our full-page display ad in this issue.

■ **APPLIED LANGUAGE STUDIES — Brock University.** The Department of Applied Language Studies offers an undergraduate program in Speech Language and Hearing Sciences, with a high placement rate of graduates in Speech-language Pathology or Audiology graduate programs. We also offer a post-BA Communication Disorders Assistant program, unique at the university level. We invite applications for a probationary full-time tenure-track appointment in the Speech, Language and Hearing Sciences stream, subject to final budgetary approval, to begin on July 1, 2004. We seek applicants with demonstrated research and teaching expertise; the area of specialization is open, within the teaching areas of the program (see www.brocku.ca/webcal/2003/undergrad/PLS.shtml), and with enthusiasm for offering a first-year course, Introduction to Language and Communication Disorders, one of the foundation courses for all departmental streams. Candidates should hold a PhD in Communication Disorders or a closely related field; eligibility for statutory registration with the College of Audiologists and Speech-Language Pathologists of Ontario (CASLPO) is a requirement. The successful candidate will be expected to participate in the academic and administrative activities of the department, and to teach at the undergraduate level. The appointment will be made at Assistant Professor rank, conditional on qualifications and experience. The deadline for applications is February 1, 2004 or until the position is filled. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty; qualified women and men candidates are equally encouraged to apply. More information on Brock University can be found on the University's website: www.brocku.ca. Send application letters, along with CVs and the names and contact details (complete, up-to-date and accurate post, email, and telephone) of three referees, to John Snell, Chair, Department of Applied Language Studies, Brock University, St. Catharines, Ontario, Canada L2S 3A1. As well, kindly request that the three letters of recommendation be sent directly to Dr. Snell without awarding solicitation; in that respect, candidates are advised to apprise referees of the nature of the Department and the advertised position, in order to assure that letters are as specific as possible.

■ **APPLIED MATHEMATICS — The University of Waterloo.** Applications are invited for a tenure-track faculty position in the Department of Applied Mathematics at the University of Waterloo, in the field of Mathematical Physics, to begin on or after July 1, 2004. The position is at the Assistant Professor level and salary will be commensurate with experience and research record (in exceptional cases, appointment at a higher level may be possible). We are particularly interested in applicants in the areas of quantum theory (preferably, but not limited to, quantum information theory) or statistical physics. Candidates should show evidence of outstanding potential in research and should have a strong background in both mathematics and physics. We are looking for applicants with enthusiasm for the supervision of graduate students and for teaching at both the undergraduate and graduate level. Waterloo is developing into a very active and large centre for research in Mathematical Physics. In particular, the successful applicant may be considered for an Associate Membership at the Independent Perimeter Institute for Theoretical Physics (www.perimeterinstitute.ca). The successful applicant may also become a member of the Institute for Quantum Computing at the University of Waterloo (www.iqc.ca). Applicants should send a curriculum vitae (including a statement of research interests and teaching philosophy) and the names and addresses of at least three referees to J. Wainwright, Chairman, Department of Applied Mathematics, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. The deadline for receiving applications is January 15, 2004. Applications received after this date will be considered only if the position has not been filled. The Department of Applied Mathematics is part of the Faculty of Mathematics, which is a major centre for research in the mathematical sciences. The Faculty also includes the Department of Pure Mathematics, the Department of Combinatorics and Optimization, the Department of Statistics and Actuarial Science, as well as the School of Computer Science. We maintain close ties with the Faculties of Science and Engineering regarding both research and teaching, and we offer a joint undergraduate program in Mathematical Physics with the Department of Physics. Further information about the Department may be obtained from our webpage at www.math.uwaterloo.ca/AM_Dept/index.shtml. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. This appointment is subject to the availability of funds.

■ **ARTS — McMaster University.** The School of the Arts invites applications for a tenure track appointment in Studio Art at the rank of Assistant Professor, commencing July 1, 2004. Minimum annual salary at the Assistant Professor rank will be $49,861 as of July 1, 2004. The studio programme is one programme area in the School for the Arts which also houses Art, Art History, Multimedia, Music, and Theatre and Film programmes. The School is seeking a candidate with an M.F.A. or the equivalent who has the personality to work collectively in team teaching situations and is willing to contribute to initiatives that support self-directed studio study. The candidate should be able to connect historical awareness with contemporary practice and be committed to empowering the creative spirit and potential of art students who work across a broad spectrum of conceptual concerns and processes. Familiarity and willingness to utilize the McMaster Museum of Art in teaching practice will be considered an asset. The candidate should have expertise in a range of two-dimensional fields with a strong knowledge base of practical skills and a conceptual framework for teaching in two or more of the areas of drawing, printmaking and painting. Demonstrated record exhibiting and successful teaching record are required. Letters of application should include a curriculum vitae, artist statement, visual documentation of studio work (slides or photos or other), teaching statement and three letters of recommendation addressed to: Dr. Hayden Maginnis, Director, School of the Arts, McMaster University, 1280 Main Street West, Hamilton, Ontario, L8S 4M2. The closing date for applications is January 31, 2004. All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities.

■ **ATOMIC PHYSICS — York University** is Canada's third largest University, with two campuses serving over 47,000 students. It is located in Toronto, one of the most cosmopolitan cities in North America. With students from over 100 countries, York is committed to excellence, and ensures that students and graduates are prepared to play important roles in the global community. The Faculty of Pure and Applied Science is a progressive and dynamic environment with over 140 faculty members. It has engaged in Teaching and Research activities for over forty years. The Department of Physics and Astronomy invites applications for a tenure-track appointment at the Assistant Professor level in the area of Atomic Physics. The start date for this position is July 1, 2004. Current Atomic Physics experimental research in the Department includes precision measurements, atom trapping and exotic atoms. Of particular interest are individuals who conduct experimental research which builds on current research strengths or who conduct theoretical research which supports these current research areas. Further information about the Department and the University can be found at our website: www.physics.yorku.ca. The successful candidate will have a PhD, post-doctoral experience in relevant areas and an outstanding research record. The successful candidate will be expected to develop a strong, externally-funded research program and to contribute to teaching at the undergraduate and graduate levels. Please mail curriculum vitae, an outline of research plans, summary of research publications and three references to Atomic Physics Search Committee, Department of Physics and Astronomy, York University, 4700 Keele Street, Toronto, Ontario, M3J 1P3. Review of applications will commence on January 31st, 2004. All positions at York University are subject to budgetary approval. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at www.yorku.ca/acadjobs or a copy can be obtained by calling the affirmative action office at 416-736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority.

B

■ **BIOLOGY — McGill University.** The Department of Biology is seeking candidates for a tenure-track position in theoretical ecology. We are particularly interested in individuals who apply mathematical theory to ecosystem ecology and who integrate empirical approaches into their research. The appointee will be expected to teach at the undergraduate and graduate levels, supervise graduate students, and develop a strong, externally funded research program. Consult http://www.mcgill.ca/biology for information on staff and facilities associated with this position. Send curriculum vitae, letter of application, and arrange for three letters of reference all to be received

UNIVERSITY OF WINDSOR

University of Windsor
Where Teaching and Learning Count

The University of Windsor is building a vibrant teaching culture and seeks a creative, energetic, and collaborative leader to be a catalyst in its efforts to enhance its learner-centred environment. Reporting to the Provost and Vice-President, Academic, the **Director of the Centre for Flexible Learning/Assistant Provost for Teaching and Learning** will work with faculty, students, and staff across the University on policy and practice in the areas of teaching and learning.

This appointment, which may be combined with a tenured position, is for an initial term of five years and will commence July 1, 2004. Key criteria for the appointment include success in improving teaching/learning cultures, and the ability and credibility to motivate and lead change in the academic environment.

The University of Windsor is a comprehensive teaching and research institution. Within a dynamic and friendly environment, it offers a broad range of high-quality undergraduate, graduate, cooperative education and professional programs to more than 16,000 students. To learn more about this remarkable university, please visit the web site at **www.uwindsor.ca**.

The University of Windsor is committed to equity in its academic policies, practices, and programs; supports diversity in its teaching, learning, and work environments; and ensures that applications from members of traditionally marginalized groups are seriously considered under its employment equity policy. Those who would contribute to the further diversification of its faculty and its scholarship include, but are not limited to, women, Aboriginal peoples, persons with disabilities, members of visible minorities, and members of sexual minority groups. The University of Windsor invites candidates to apply to its welcoming community and to self-identify in their letter of application. Priority will be given to Canadians and permanent residents of Canada.

The search committee will begin its review of candidates on February 7, 2004. To ensure consideration, applications, nominations, and expressions of interest should be submitted by that date to the address shown below.

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UCC's main campus is in Kamloops, British Columbia, an exciting city of 80,000 located 3.5 hours from Vancouver, in a region known for its exceptional climate and variety of recreational and cultural events. A second campus is located in Williams Lake. UCC enjoys a remarkable level of support from its communities and region. For more information, see **www.cariboo.bc.ca** and **www.adventurekamloops.ca**.

Reporting to the President, the Vice-President (Academic) will formulate UCC's academic vision. With a mandate for the planning, development, and integrity of academic affairs, this individual will work with the Deans, the Education Council, and the Board and will lead all discussion and activities related to UCC's academic mission at the provincial, national, and international levels.

The successful candidate will have a history of outstanding leadership, a record of excellence in teaching and scholarship, and an ability to communicate effectively and consult widely. He or she will understand current issues in higher education, and will possess an entrepreneurial business sense.

In accordance with Canadian immigration requirements, this advertisement is directed to citizens and permanent residents of Canada. UCC is committed to the principle of employment equity.

Consideration of candidates will begin in January 2004. Please send applications or nominations to:

Janet Wright & Associates Inc.
21 Bedford Road, Suite 300
Toronto, Ontario M5R 2J9
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CAREERS CARRIÈRES

no later than January 20, 2004 by Louise Sabaz, Biology Department, McGill University, 1205 Dr. Penfield, Montreal, Quebec, Canada H3A 1B1. All qualified applicants are encouraged to apply, however, in accordance with Canadian immigration requirements, Canadian citizens and permanent residents of Canada will be given priority. McGill University is committed to equity in employment.

■ **BIOLOGY — The University of Western Ontario.** The Department of Biology is pleased to announce a search for a Tier 1 (Senior) Canada Research Chair in the area of functional Genomics & Evolution as well as a Tier 2 (Junior) Canada Research Chair in the area of either Environmental Science & Ecology or Functional Genomics & Evolution. It is anticipated that both positions would commence July 1, 2004. The University of Western Ontario is committed to build upon its strengths. All CRC appointments are subject to approval by the CRC program in Ottawa. The Canada Research Chair (CRC) program has been established by the Government of Canada to enable Canadian universities to foster world-class research excellence. Details on the CRC program can be found at http://www.chairs.gc.ca. The successful senior candidate would normally be appointed at the rank of full professor (tenured) or associate professor (tenured or probationary (tenure track)) as a Tier 1 Canada Research Chair. The successful candidate must have demonstrated an exceptional record of independently funded research. The successful junior candidate would normally be appointed at the rank of assistant or associate professor (probationary (tenure track)) as a Tier 2 Canada Research Chair. The successful candidates will be expected to participate in teaching at the undergraduate and graduate levels and to maintain an ongoing program of independently funded research. As appropriate, assistance will be provided in helping to locate suitable spousal employment. The Department of Biology at The University of Western Ontario has three main theme areas: Ecology & Evolution, Genetics & Developmental Biology, and Physiology & Biochemistry. For more information see http://www.uwo.ca/biology/. We are located within two hours drive of both Toronto and Detroit, in close proximity of several other major universities. We will begin to consider nominations or direct applications on March 8, 2004 and will continue until the positions are filled. A detailed curriculum vitae, names of three referees and a statement of research interests should be sent to: Professor M. Brock Fenton, Chair, Department of Biology, The University of Western Ontario, London, Ontario Canada N6A 5B7. Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

■ **BIOLOGY — The University of Western Ontario.** In accordance with the strategic plan at The University of Western Ontario, we are inviting applications for two probationery (tenure-track) positions at the rank of Assistant Professor in fields of Plant Ecology and Evolutionary Physiology. All positions will commence July 1, 2004. Plant Ecologist: The successful applicant's research interests and expertise will be in the area of vascular plant ecology at the population or community level. Evolutionary Physiologist: The successful applicant's research interests and expertise will be at the whole animal level, using modern and innovative techniques. The Department of Biology at The University of Western Ontario has 32 full-time faculty members with research programs in three main theme areas: Ecology & Evolution, Genetics & Developmental Biology, and Physiology & Biochemistry. The graduate program in Biology includes over 90 students (PhD and MSc) and has links with graduate programs in Environmental Sciences and Neuroscience. Our vigorous undergraduate program offers honours programs in Biology, Cell & Developmental Biology, Comparative Physiology, Ecology & Evolution and Genetics. The Department has excellent research facilities, including animal housing, greenhouses, herbarium, a molecular biology core facility, and experimental station. In addition, many faculty members have ongoing collaborations with local and regional research centres in Agriculture and Agri-Food Canada as well as provincial and federal Environment ministries and biomedical research institutes. For both positions, candidates should have a PhD with relevant postdoctoral experience and be committed to research and teaching excellence. Successful applicants will be expected to develop a vigorous and innovative research program supported by external funding and to interact with the research groups in the Department. The successful applicants also will provide evidence of ability in teaching, conveying enthusiasm and inspiration in both undergraduate and graduate education. Applications, including a covering letter, a full curriculum vitae, statements of research interests and teaching philosophy and the names of three referees, should be sent to: Dr. Brock Fenton, Chair, Department of Biology, The University of Western Ontario, London, Ontario, Canada N6A 5B7. The deadline for applications is: March 5, 2004. Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

■ **BIOLOGY — Concordia University.** The Faculty of Arts and Science, has one limited-term appointment available in Cell and Molecular. Please see our full-page display ad in this issue.

■ **BIOSTATISTICS & RESEARCH DESIGN — Brock University.** The Department of Community Health Sciences is a dynamic interdisciplinary community of scholars committed to excellence in both research and teaching. We offer degrees in Community Health, Child Health, Health Science, and Biomedical Science. The appointment is to a tenure-track position at the Assistant Professor level and will be responsible for delivering undergraduate courses and supporting the graduate program. All applicants are expected to have completed a PhD in an appropriate discipline, be capable and motivated educators, and have demonstrated success in research through both grants and publications. Scholars with well established research programs may be considered at a more senior level and are encouraged to apply. The successful applicant will be expected to deliver courses in both basic and advanced biostatistics and research design. An ability to develop an undergraduate course in health economics would be a considerable advantage. An ability to collaborate with colleagues in both the biological and social sciences in interdisciplinary ventures will be highly valued. A letter of application, a curriculum vitae, and the names of three referees should be submitted to Dr. John Hay, Chair, Department of Community Health Sciences, Faculty of Applied Health Sciences, Brock University, St. Catharines, Ontario, L2S 3A1. Closing date for applications is February 27, 2004 or until a suitable candidate is found. This position is subject to final budgetary approval. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty; qualified women and men candidates are equally encouraged to apply. More information on Brock University can be found on the University's website www.BrockU.ca.

■ **BIOTECHNOLOGY — The University of British Columbia.** Three postdoctoral fellow positions are available immediately for a two-year duration in The Biotechnology Laboratory and the Biomedical Research Centre located at the University of British Columbia. The research will focus on Genetic cell and vaccine research (Alimonti J, et al, 2000, 18:515–520, Nature Biotechnology; Lizee G, et al, 2003, Nature Immunology 4: 1065–1073). The successful candidates must possess a PhD, be industrious, enthusiastic, and have a strong background in virology, molecular biology cell biology, transgenic technologies, bioinformatics, and immunology. UBC hires on the basis of merit and is committed to employment equity. All qualified candidates are encouraged to apply, however, Canadian citizens and permanent residents of Canada will be given priority. Applicants should send, no later than January 23, 2004, their curriculum vitae and three references to: Dr. Wilfred A Jefferies, Professor, Biotechnology Laboratory, Biomedical Research Centre, The University of British Columbia, 2222 Health Sciences Mall, Room 200, Vancouver, B.C. V6T 1Z3, Fax: (604) 822-6961; e-mail: wilf@brc.ubc.ca.

■ **BUSINESS — McMaster University.** The Michael G. DeGroote School of Business invites applications for a tenure-track position at the Assistant Professor level, starting in July 1, 2004. The candidate's PhD should be completed by the commencement of the appointment, preferably with demonstrated high quality teaching and research expertise in one or more of the following areas: Human Resources, Strategic HR, and/or Industrial Relations. Duties include research (McMaster is a "research intensive University"), teaching at both the graduate and undergraduate levels and the ability to supervise doctoral candidates. Salary will be commensurate with academic qualifications, teaching and practical experience. Applications should contain a curriculum vitae and the names and contact information of three referees. Send applications and all supporting documentation to: Dr. V.V. Baba, Dean, Michael G. DeGroote, School of Business, McMaster University, 1280 Main St. W., Hamilton, ON L8S 4M4, Email: baba@mcmaster.ca, Fax: (905) 526-0852. All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities. Applications will be considered until the position is filled.

■ **BUSINESS — Wilfrid Laurier University.** The School of Business and Economics invites applications for a senior tenure track or tenured position in the Operations & Decision Sciences areas commencing July 1, 2004. Depending on qualifications and experience, appointment will be made at the rank of Associate Professor or Full Professor. A tenured position will be considered for a candidate with an excellent teaching and research record of accomplishment. Qualified candidates working in the interrelated fields of OM/SCM and IS/IT will be considered. For a detailed position description, visit our website at http://www.wlu.ca/academic/postings/bus.shtml. Please direct applications by January 31, 2004, quoting position #2004-04 to: John McCutcheon, Associate Dean of Business, Faculty Development & Research School of Business & Economics, Wilfrid Laurier University 75 University Avenue West, Waterloo, Ontario N2L 3C5, bizrecruit@wlu.ca.

■ **BUSINESS — Wilfrid Laurier University.** The School of Business and Economics invites applications for a tenure-track position in the Operations & Decision Sciences areas commencing July 1, 2004. Depending on qualifications and experience, appointment will be made at the rank of Lecturer, Assistant or Associate Professor. A tenured position at the Associate or Full Professor rank may also be considered for a candidate with an excellent research record of accomplishment. Qualified candidates working in the interrelated fields of OM/SCM and IS/IT will be considered. For a detailed position description, visit our website at http://www.wlu.ca/academic/postings/bus.shtml. Please direct applications by January 31, 2004, quoting position #2004-05 to: John McCutcheon, Associate Dean of Business, Faculty Development & Research School of Business & Economics, Wilfrid Laurier University 75 University Avenue West, Waterloo, Ontario N2L 3C5, bizrecruit@wlu.ca.

■ **BUSINESS — The University of Windsor.** The Odette School of Business invites applications for the position of Associate Dean, Academic Resources commencing July 1, 2004. The Associate Dean, Academic Resources, will work closely with the Dean in fostering internal and external relationships and act as the delegate for the Dean on various committees. A major responsibility will be to promote the strategic plans of the Business School with its stakeholders and to assist in attracting resources. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Roger Hussey, Dean, Odette School of Business, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519.253.3000, Ext. 3091; Fax: 519.973.7073; Email: jdeslip@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

■ **BUSINESS — The University of Windsor.** The Odette School of Business invites applications for faculty positions in the area of Accounting, Business Strategy, and Finance at the rank of assistant professor or lecturer commencing July 1, 2004 and July 1, 2005. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Roger Hussey, Dean, Odette School of Business, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519.253.3000, Ext. 3091; Fax: 519.973.7073; Email: jdeslip@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

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■ **CANADIAN STUDIES — Wilfrid Laurier University.** The Canadian Studies Program and the Urban Studies Program of the Department of Geography and Environmental Studies have an opening for a joint full-time tenure track position at the assistant professor level to begin July 1, 2004 (subject to budgetary approval). The position is in the area of urban social geography and Canadian Studies. The appointee will be expected to contribute to undergraduate and graduate teaching and supervision in a combination of fields in social geography, urban studies and Canadian studies. Applicants are sought whose research interests are interdisciplinary and include issues of social justice/marginality and immigration with a focus on Canadian cities. The successful applicant will have the opportunity to contribute to the development of core undergraduate courses in each of Urban Studies and Canadian Studies, and to the development of a graduate program in Urban Studies. The candidate should be comfortable teaching a range of existing Canadian Studies courses, including introductory and upper year courses. Candidates must have a PhD at the time of appointment and demonstrate clear promise of excellence in research as well as effectiveness in teaching at the undergraduate and graduate levels. It is expected that the successful applicant will seek external funding to support their research program. Applicants can learn more about the appointing programs by consulting the University website (Canadian Studies at Laurier http://www.wlu.ca/~wwwcdns/ and the Department of Geography and Environmental Studies at http://www.wlu.ca/~wwwgeog/index.html). To apply, send a curriculum vitae, a short statement of research and sample publications, teaching dossier, and the names and e-mail addresses of three referees to: Dr. Christl Verduyn, Chair, Canadian Studies Program, Wilfrid Laurier University, Waterloo, Ontario, Canada N2L 3C5. Closing date for applications and supporting materials is February 15, 2004. All qualified candidates are encouraged to apply; however, Canadian Citizens and permanent residents of Canada will be considered first for the position. Wilfrid Laurier University is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and Aboriginal people.

■ **CHEMICAL ENGINEERING — The University of New Brunswick.** The Department of Chemical Engineering is seeking an outstanding scholar for a tenure track position

Maternal Fetal Medicine

UNIVERSITY OF CALGARY

The **Department of Obstetrics & Gynaecology** and the **Calgary Health Region** invite applications for a full-time academic Maternal Fetal Medicine specialist to be responsible for patient care, research and teaching. There is substantial opportunity to develop independent and collaborative clinical and basic science research in diagnostic imaging, fetal physiology, and early genetic screening as well as long-term follow-up outcome data. The Division of Maternal Fetal Medicine is clinically active in perinatal genetic fetal screening and diagnosis as well as consultative practice related to the medical complications of pregnancy. The Division supports a referral pattern from southern Alberta and eastern British Columbia.

The Maternal Fetal Medicine fellowship program is approved by the Royal College of Physicians and Surgeons of Canada and the Division is active in post-graduate and undergraduate medical education.

Qualifications include an MD, or equivalent, a fellowship in an approved Maternal Fetal Medicine fellowship program, eligibility for licensure in the Province of Alberta, and a demonstrated interest in education and research.

Please submit curriculum vitae, a statement of research interests and career goals, and the names of three referees by **January 31, 2004**, to: **Dr. Ian R. Lange**, Professor and Head, Department of Obstetrics & Gynaecology, University of Calgary, 1403 – 29 Street N.W., Calgary, Alberta, Canada T2N 2T9.

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

The University of Calgary respects, appreciates and encourages diversity.

www.ucalgary.ca

ACADIA UNIVERSITY

Invites applications from, and nominations of, qualified individuals for the position of

VICE PRESIDENT, ACADEMIC

Acadia University in Wolfville, Nova Scotia, has pioneered a new way of teaching, learning and communicating. Acadia students learn from dedicated faculty in a dynamic, technologically-enhanced environment. The Acadia Advantage is just one of the many innovative initiatives that have earned the university its reputation for excellence, a reputation confirmed with numerous awards and acknowledgments including induction into the Smithsonian Institution. Acadia has also been named the Best Overall undergraduate university for 10 consecutive years in the Maclean's annual ranking of Canadian universities. Acadia has scored strongly in all categories of the reputational survey and has once again topped the list as Most Innovative. Acadia ranks among the top 10 universities in Canada.

Founded in 1838, Acadia has a long tradition of excellence in undergraduate teaching and research in the liberal arts and sciences, as well as in selected graduate programs and professional schools. These schools include Business Administration, Computer Science, Education, Engineering, Music, Nutrition and Dietetics, Recreation Management and Kinesiology and Theology. The newly constructed K.C. Irving Environmental Science Centre and Harriet Irving Botanical Gardens demonstrate the capacity for sophisticated research. The University's enrolment is approximately 3,900 full - time students from over 70 different countries, about fifty percent of whom live on campus.

Working closely with the new President, Deans and Directors, the Vice President, Academic will foster the continuing development of The Acadia Advantage and its creative approach to learning. The incumbent will champion the unique spirit of co-operation and support of a university that takes great pride in its openness and warmth.

In addition to an earned doctorate, a distinguished record of scholarship and teaching, ideal candidates will have excelled in administration, likely at or above the decanal level, and will be ready to pursue a bold vision in one of the most beautiful communities in Canada.

Requests for the Position Profile, expressions of interest, nominations, or suggestions of suitable candidates should be submitted in confidence at any time to the address shown below.

In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Acadia University is an equal opportunity employer.

Please indicate your interest in Project 7574 through the Opportunities section of www.caldwell.ca, by email to halifax@caldwell.ca, or in writing to 5657 Spring Garden Road, Suite 500, Park Lane Box 247, Halifax, Nova Scotia, B3J 3R4. We would also welcome your phone inquiry at 902-429-5909.

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CAREERS CARRIÈRES

at the rank of Assistant Professor with a specialty in Nuclear Engineering. Duties in the Department will include teaching undergraduate courses in the core Chemical Engineering curriculum, developing courses in the area of the appointee's research specialty at the senior undergraduate and/or graduate level, supervising graduate students and conducting research. Information about the Department and the Nuclear Engineering Research Group can be found at http://www.unb.ca/che. This position is subject to budgetary approval. The research specialty of the candidate is expected to complement that of the department's Research Chair in Nuclear Engineering, which has a strong capability in the chemistry, corrosion and mass transfer aspects of water coolant technology of nuclear reactors. The ideal candidated will have a PhD in Chemical Engineering, or be in the process of completing the degree. The appointee will be, or will be eligible to become, a registered Professional Engineer. Applicants should submit a covering letter of application, a curriculum vitae, a brief research proposal and the names and addresses of three referees to: Dr. D.H. Lister, Chair, Department of Chemical Engineering, University of New Brunswick, P.O. Box 4400, Fredericton, NB, E3B 5A3. Nominal closing date is 2004 February 27. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Applicants should indicate current citizenship status. The University of New Brunswick is committed to the principle of employment equity.

■ **CHEMICAL ENGINEERING — The University of Waterloo.** The Department of Chemical Engineering invites applications for a tenure track position at the level of Assistant or Associate Professor. Applications are invited from excellent candidates in the area of chemical reaction engineering with expertise in fundamental and applied catalysis and chemical reactor design. The applicant is encouraged to participate in other research activities in the department relating to clean fuels, hydrogen production, catalytic distillation, nanomaterials and energy efficient processes. The applicant will assume a normal teaching load and will be expected to teach a broad range of undergraduate and graduate courses in chemical engineering. The candidate should be a member or eligible to be a member of Professional Engineers Ontario (PEO). The Department of Chemical Engineering has 28 faculty members with a large engineering research group interested in green power generation. The successful candidate is expected to work within this interdisciplinary group. The department has a total annual enrolment of 500 undergraduate and 100 graduate students making it one of the largest chemical engineering departments in North America. The University of Waterloo has over 23,000 students. The scenic campus is part of the twin-cities of Kitchener-Waterloo with a population of 300,000 located 100 km SW of Toronto. The community is rated highly for its excellent living conditions. More information on the department and university is available at www.uwaterloo.ca. Applications consisting of a curriculum vitae, a clearly outlined research program, statement of teaching interests, three full contact information for three referees should be sent to Professor T.A. Duever, Chair, Department of Chemical Engineering, University of Waterloo, Ontario, Canada, N2L 3G1. Applications will be received until the position is filled. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

■ **CHEMISTRY — Carleton University.** Applications are invited for a full-time tenure-track position at the Assistant Professor level in the Department of Chemistry to commence July 1, 2004. Candidates should have demonstrated ability in the field of Biophysical Chemistry, including expertise in modern computational methods. Preference will be given to candidates involved in the study of biological macromolecules. The successful candidate will be expected to build a strong research program, to be active in graduate student supervision and to teach and develop courses at the graduate and undergraduate levels. Collaborations with local research facilities are encouraged. Candidates must hold a doctoral degree. All qualified candidates are encouraged to apply. The applications of Canadians and Permanent Residents will be given priority. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities and persons with disabilities. Persons from these groups are encouraged to apply. The position is subject to budgetary approval. Deadline for receipt of applications is January 31, 2004. Applications, including a research proposal, curriculum vitae and the names of three referees should be sent to Dr. G.W. Buchanan, Chairman, Department of Chemistry, Carleton University, 1125 Colonel By Drive, Ottawa, ON. Canada K1S 5B6.

■ **CHEMISTRY & BIOCHEMISTRY — Concordia University.** The Faculty of Arts and Science, has one limited-term appointment available in general chemistry. Please see our full-page display ad in this issue.

■ **CIVIL & ENVIRONMENTAL ENGINEERING (Hydraulic Engineering) — The University of Windsor.** The Department of Civil & Environmental Engineering invites applications for a tenure-track position in the area of Hydraulics/Water Resource Engineering at the rank of Assistant Professor commencing July 1, 2004. For a detailed job description visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr R Balachandar, Chair, Civil and Environmental Engineering Committee, c/o Office of the Faculty Recruitment and Retention, Room 325 D Chrysler Hall Tower, University of Windsor, Windsor, Ontario, N9B 3P4, Tel: 519.253.3000, Ext. 2550; Fax 519.561.1420; Emails: appleng@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

■ **CIVIL & ENVIRONMENTAL ENGINEERING (STRUCTURAL ENGINEERING) — The University of Windsor.** The Department of Civil & Environmental Engineering at the University of Windsor invites applications for a tenure-track position in the area of Structural Engineering at the rank of Assistant or Associate Professor commencing July 1, 2004. Appointment at the higher rank is preferred and will be considered depending on the qualifications and experience of the successful candidate. Applicants from all areas related to Structural Engineering will be considered but preference will be given to those with experience in experimental aspects. For a detailed job description visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr R Balachandar, Chair, Civil and Environmental Engineering Appointments Committee, c/o Office of Faculty Recruitment and Retention, Room 325 D Chrysler Hall Tower, University of Windsor, Windsor, Ontario, N9B 3P4, Tel: 519.253.3000, Ext. 3714; Fax: 519.561.1420; Email: appleng@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

■ **CIVIL ENGINEERING — The University of Waterloo.** The Department of Civil Engineering invites applications for a tenure-track position at the Assistant or Associate Professor rank. The preferred candidates will have a research record in Environmental and/or Water Resources Engineering. Applicants are sought who have a research interest in the analytic, numerical or stochastic simulation of contaminant transport and fluid flow in aquatic systems. Applicants should have a PhD in Civil Engineering or a closely related field and eligibility for Professional Engineering registration in Ontario would be an asset. Applicants must have potential or proven ability for excellence in teaching and research. Industrial experience is desirable. The successful applicants are expected to have excellent communication skills and be able to teach undergraduate and graduate courses in a wide range of subjects in Environmental Engineering and Civil Engineering. These appointments are subject to the availability of funds. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples and persons with disabilities. Interested candidates are invited to submit a detailed curriculum vitae, including a statement of career objectives, and the names, addresses, E-mail addresses, telephone and fax number of at least three references. Mail to Bonnie Neglia, Administrative Assistant, Department of Civil Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1. Applications will be considered at any time until the positions are filled.

■ **CIVIL ENGINEERING — The University of Waterloo.** The Department of Civil Engineering invites applications for a tenure-track position at the Assistant or Associate Professor rank. The preferred candidate will have a research record in Environmental and/or Water Resources Engineering. Applicants are sought who have research interests in surface hydrology, hydrological modeling, Geographical Information Systems, remote sensing and data management. Applicants should have a PhD in Civil Engineering or a closely related field and eligibility for Professional Engineering registration in Ontario would be an asset. Applicants must have potential or proven ability for excellence in teaching and research. Industrial experience is desirable. The successful applicants are expected to have excellent communication skills and be able to teach undergraduate and graduate courses in a wide range of subjects in Environmental Engineering and Civil Engineering. These appointments are subject to the availability of funds. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples and persons with disabilities. Interested candidates are invited to submit a detailed curriculum vitae, including a statement of career objectives, and the names, addresses, E-mail addresses, telephone and fax number of at least three references. Mail to Bonnie Neglia, Administrative Assistant, Department of Civil Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1. Applications will be considered at any time until the positions are filled.

■ **CLASSICS — Brock University.** The Department of Classics invites applications for a probationary (tenure-track) appointment at the rank of Assistant Professor, effective July 1, 2004. It is subject to budgetary approval. We seek a scholar with an outstand ing record of research specializing in Greek Art/Architecture and Archaeology; eligible sub-fields include Bronze Age through Hellenistic; a theoretical perspective of the past is preferred. Research-productive field experience is required. Teaching responsibilities will primarily include courses at all levels of Greek art/architecture and archaeology, archaeological theory, practice and method; world prehistory, as well as Latin and/or Greek beginning and intermediate levels and an introductory course in Greek Civilisation. The successful candidate will be expected to share responsibility for organizing and teaching the archaeological field school offered during the summer. Demonstrable excellence in teaching and full-time teaching experience is preferred. Candidates must have the PhD in hand at the assumption of duties. The Classics Department has recently expanded to include seven permanent members teaching a variety of courses towards pass and honours degrees in Classical Studies, Classical Languages (Greek and Latin at all levels) and Ancient Art and Archaeology (including the languages). Besides these major programmes, we also offer introductory courses in mythology and in civilization to satisfy a general requirement, and first-year language courses to satisfy a language requirement. The Department traditionally incorporates material culture in its approach to the discipline. All qualified candidates are encouraged to apply, however, Canadian citizens and permanent residents will be given priority. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty; qualified men and women are encouraged to apply. The closing date for applications is February 6, 2004. Applicants should send a letter of application, curriculum vitae, research plan and any other supporting material, and arrange for three letters of reference to be sent, to: Professor Richard Parker, Chair, Department of Classics, Brock University, St. Catharines, Ontario, L2S 3A1, Fax: (905) 688-2789. More information on Brock University may be found on the University's website: www.BrockU.ca.

■ **CLASSICS — Concordia University.** The Faculty of Arts and Science, has one limited-term appointment available in Classical Archaeology. Please see our full-page display ad in this issue.

■ **COMMERCE — Mount Allison University.** The Commerce Department invites applications for tenure track positions in one or more of the following areas, subject to budgetary approval: Management (Organizational Behaviour and Theory, Management of Change, Human Resource Management, Business Policy); Management Science (Management Information Systems, Production and Operations Management, Management of Technology, Quantitative Analysis) and Marketing (Communications, Technology-Based Marketing, Principles, Channels of Distribution, International). Candidates should have or be nearing completion of a PhD, have a strong commitment to excellence in teaching and research, and be willing to contribute to a learning community that emphasizes the education of the whole person both within the classroom and beyond. Mount Allison University (visit the Department website at http://www.mta.ca/academic_dept/commerce.html) aims at excellence in undergraduate education and attracts a diverse and able undergraduate student body. The appointment will be made at the rank of Assistant Professor, depending upon qualifications, and will commence on July 1, 2004. An application should include a curriculum vitae, three reference letters, an example of completed research, and a statement of teaching philosophy, and should be sent to: Professor Peter Sianchuk, Chair of the Search Committee, Commerce Department, Mount Allison University, 144 Main St., Sackville, NB E4L 1A7, Fax: 506-364-2625, Phone: 506-364-2326, Email: psianchuk@mta.ca. The closing date for receipt of applications is February 13, 2004 or until the positions are filled. Mount Allison University has an employment equity programme and encourages applications from all qualified women and men, including aboriginal peoples, persons with disabilities, and members of visible minorities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ **COMMERCE & ADMINISTRATION — Concordia University.** The John Molson School of Business is seeking (subject to budgetary approval) qualified applicants for limited-term or visiting positions starting August 15, 2004. Positions may be available in the following areas: Accountancy, Decision Sciences (Statistics, Production/Operation Management) and Management Information Systems, Finance, Management (Entrepreneurship, OB/HR, Contemporary Business Thinking, Business Law) and Marketing. Appointments will be made up to the rank of Professor for visiting positions, depending upon qualifications and experience, and at the rank of Lecturer for limited-term positions. Qualifications should be as follows: Applications for visiting appointments require PhD and strong research experience and professional designation where appropriate. Applicants for limited-term appointment in Accountancy should hold a professional accounting designation and/or a graduate level degree (Master's or PhD). Applicants for Business Law should have a law designation and/or a graduate level degree (Master's or PhD). Applicants for all other limited-term appointments should have a graduate degree (Master's or PhD). For visiting appointments, preference will be given to candidates who have a strong orientation to academic research and provide evidence of excellent teaching. Successful candidates will be responsible for teaching courses at the Undergraduate, MBA, MSc and/or PhD levels. Salaries are competitive and will be commensurate with qualifications and experience. Applicants for visiting positions will be expected to teach and be active in research. Applicants for limited-term appointments will be expected to teach up to three courses per term. Send applications, including a curriculum vitae, a statement of teaching and research interests (as appropriate) and three letters of reference to the Chair of the appropriate department: Dr. D. Peltier-Rivest (Acco.), Dr. D. Kira (DSAMIS), Dr. K. Soulani (Fina.), Dr. K. Argheyd (Mana.), Dr. M. Thakor (Mark.) Concordia University, John Molson School of Business, 1455 de Maisonneuve Blvd., Montreal, Quebec H3G 1M8, Canada. Positions are available until filled. Applications should be sent as soon as possible but no later than May 15, 2004. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Concordia University is committed to employment equity.

■ **COMMUNICATION STUDIES — Concordia University.** The Faculty of Arts and Science, has up to two limited-term appointments available in Media Production. Please see our full-page display ad in this issue.

■ **COMPUTER SCIENCE — McGill University.** The School of Computer Science at wishes to invite applications for tenure-track positions at the assistant professor level, to begin June 1st, 2004. Areas of priority include, but are not limited to: software architecture, software/systems design, model driven development, software testing and artificial intelligence. Hardcopy applications, including a curriculum vitae, a list of publications with copies of one or two sample reprints, as research proposal and the names and e-mail addresses of three references should be sent to: Head, Search Committee, School of Computer Science, McGill University, McConnell Engineering Building, #318, 3480 University Street, Montreal, QC, H3A 2A7. The review process will begin immediately and the search will continue until the positions are filled. All qualified candidates are encouraged to apply; however, Canadians and permanent residents of Canada will be given priority. McGill University is committed to equity in employment.

■ **COMPUTER SCIENCE — The University of Waterloo** invites applications for several tenure-track faculty positions in the School of Computer Science, with priority for researchers in the areas of artificial intelligence, human-computer interaction, bioinformatics, and web data management. Exceptional candidates at all levels of experience are encouraged to apply. Successful applicants who join the University of Waterloo are expected to develop and maintain a productive program of research, attract and develop highly qualified graduate students, provide a stimulating learning environment for undergraduate and graduate students, and contribute to the administration of the School. A PhD in Computer Science, or equivalent, is required, with evidence of excellence in teaching and research. Rank and salary will be commensurate with experience, and appointments are expected to commence during the 2004 calendar year. With over 60 faculty members, the University of Waterloo's School of Computer Science is one of the largest in Canada. It enjoys an excellent reputation in pure and applied research and houses a diverse research program of international stature. Because of its recognized capabilities, the School attracts exceptionally well-qualified students at both undergraduate and graduate levels. In addition, the University has an enlightened intellectual property policy which vests rights in the inventor: this policy has encouraged the creation of many spin-off companies such as Watcom (now iAnywhere Solutions Inc.), Waterloo Maple Inc. and Open Text Corp. Applications should be sent by electronic mail to cs-chair@cs.uwaterloo.ca, or by post to Chair, Advisory Committee on Appointments School of Computer Science University of Waterloo, Waterloo,

Memorial
University of Newfoundland

School of Human Kinetics and Recreation

The School of Human Kinetics and Recreation invites applications for up to 5 appointments. A completed earned doctorate is required for the appointee to receive the rank of Assistant Professor and to be in a tenure-track position. Successful candidates whose doctoral degree is incomplete will be offered a 3-year contractual appointment with automatic conversion to a tenure track appointment on completion of the degree. These positions are subject to budgetary approval, and preference will be given to applicants with prior university teaching experience who can demonstrate significant research potential. The positions are

Recreation and Leisure, in the areas of recreation administration, facility management, finance, planning, recreation delivery systems, tourism, commercial recreation, and therapeutic recreation.

Faculty Positions

Kinesiology; in the areas of environmental physiology, motor learning, growth and development, biomechanics, ergonomics, nutrition, athletic injures, and sport psychology.

Physical Education, in the areas of evaluation, motor learning, growth and development, ethics, and activity courses using a conceptual approach

Salary will be in accordance with the university's collective agreement and is based on qualifications and experience. Applications will be accepted until the positions are filled. Review of applications will begin on February 15, 2004, and applications received before this date will be assured of consideration. A curriculum vitae, statement of research and teaching interests, evidence of teaching competence, and the names of three referees should accompany letters of application.

Chair, Search Committee
School of Human Kinetics and Recreation,
Memorial University of Newfoundland
St. John's, NL, Canada A1C 5S7
Fax: (709) 737-3979 E-mail: smackinn@mun.ca

Electronic applications are encouraged, and additional information about Memorial University can be found at www.mun.ca

Memorial University is one of the country's finest post-secondary teaching and research institutions and the largest university in Atlantic Canada. Committed to academic excellence, Memorial plays an integral role in the educational, business and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate opportunities to over 17,000 students, Memorial has established a learning environment of international distinction.

All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities.

UNBC

College of Science & Management

Assistant, Associate or Full Professor School of Business (Finance) - Tenure-Track Position

The University of Northern British Columbia, College of Science & Management, invites applications for a tenure track position in Finance within the School of Business, subject to budgetary approval.

Successful candidates will possess a Ph.D. (or be near completion) in Finance; show evidence of strong research productivity or potential commensurate with appointment rank; and have demonstrated the capability for effective undergraduate and graduate teaching.
Competition #FABU31-03(B)

Instructor Position, School of Business (Finance) Full-Time Term, August 1, 2004 - July 31, 2005

The University of Northern British Columbia invites applications for a 1-year full-time term instructor position in Finance within the School of Business, to teach in the Fall 2004 and Winter 2005 semesters (preferred start date is August 1, 2004).

A relevant graduate degree is required (Ph.D. preferred); related teaching experience would be considered an asset.
Competition #FABU30-03(B)

The University of Northern British Columbia is a small, research-intensive university with an enrolment of 3,000 students in more than 70 undergraduate and graduate academic programs. UNBC provides broad support for faculty to develop their research and teaching capabilities, a strong mandate for growth, a modern and comprehensive campus, and a distinctive quality of life in central British Columbia. As the largest academic program at the university, the School of Business offers majors in Accounting, Finance, International Business, Marketing and General Business to more than 500 students enrolled in the Bachelor of Commerce degree. Prince George, B.C. is a dynamic and youthful city with a population of approximately 80,000. The community offers a combination of modern amenities, cultural activity and accessibility to outdoor recreation.

Forward your curriculum vitae and the names and addresses of three references (including telephone, fax, and e-mail information) quoting the appropriate Competition # to: Dr. Deborah Poff, Vice-President Academic & Provost, University of Northern British Columbia, 3333 University Way, Prince George, B.C., V2N 4Z9. Fax: (250) 960-7300. Please direct inquiries to Dr. Bill McGill, Dean – College of Science and Management, at: Telephone (250) 960-5755; Fax (250) 960-5537; E-mail mcgill@unbc.ca. Applications received on or before February 28, 2004 will receive full consideration; however applications will be accepted until the position is filled.

For more information, visit our Web site: www.unbc.ca

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Northern British Columbia is committed to employment equity and encourages applications from women, aboriginal peoples, persons with disabilities and members of visible minorities

UNIVERSITY OF NORTHERN BRITISH COLUMBIA www.UNBC.ca

CAREERS CARRIÈRES

Ontario, Canada N2L 3G1. An application should include a curriculum vitae, statements on teaching and research, and the names and contact information for at least three referees. Applicants should ask their referees to forward letters of reference to the address above. Applications will be considered as soon as possible after they are complete, and as long as positions are available. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. These appointments are subject to the availability of funds.

■ **COMPUTER SCIENCE — The University of Windsor.** The School of Computer Science is seeking an outstanding candidate to nominate for a Canada Research Chair at the Junior Tier II level focussed in Cars & Computers. This Chair is targeted at relatively new researchers who are acknowledged by their peers as having the potential to be leaders in their fields. For a detailed description of the CRC Chair visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Subir Bandyopadhyay, Acting Director, School of Computer Science, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519.253.3000, Ext. 3714; Fax: 519.973.7093; Email: gerabon@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

E

■ **EARTH SCIENCES — The University of Waterloo** has an immediate tenure track position in Atmospheric-Terrestrial Modelling. We seek an outstanding candidate with a quantitative modelling background background in regional air quality, climate, or cloud physics and precipitation and the capacity to build a strong research program linking atmospheric, land surface and subsurface processes. Research areas include any scale of atmospheric-terrestrial interaction that directly complements existing atmospheric, hydrology and environmental geochemistry programs in the Faculty of Science. Appointment is at the Assistant Professor level but outstanding candidates will also be considered at the Associate Professor level. Evaluation of candidates will begin on February 9, 2004 and will continue until the position is filled. A complete application must include a curriculum vitae of the candidate, a statement outlining the collaborative nature of the research program, two recent publications and the names of at least three referees. The Department of Earth Sciences at the University of Waterloo has a well-funded and diverse research program involving 20 full time faculty members, 8 research faculty members, 35 research staff and over 90 graduate students. The successful candidate will be eligible to join the Waterloo Centre for Atmospheric Sciences (http://science.uwaterloo.ca/wcas/), a consortium of academic, public and private sector scientists engaged in regional atmospheric modelling, laboratory aerosol research and atmospheric remote sensing. Inter-departmental ties and research are encouraged at the University of Waterloo. Active collaborations and cross-appointments exist with researchers in other departments including Mechanical Engineering, Chemical Engineering, Biology, Chemistry, Geography and Computer Science. Waterloo also hosts the Canadian Water Network, a Network of Centres of Excellence (http://www.cwn-rce.ca). The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. This appointment is subject to the availability of funds. Applications should be directed to Dr. Sherry Schiff, Chair; Search Committee, Department of Earth Sciences, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1 (email: klabrec@sciborg.uwaterloo.ca).

■ **ECOLOGICAL GOVERNANCE — The University of Victoria.** The POLIS Project on Ecological Governance, based at the University of Victoria, is an organization committed to state-of-the-art research and practical change in the new field of "ecological governance". POLIS brings the expertise of the university setting to communities, non-governmental organizations and governments. Since 2001, a small group of researchers at the POLIS Project (and, before that, with the Eco-Research Chair of Environmental Law and Policy) has applied expertise in law, political economy, and the natural sciences to diverse areas, including community forestry, urban sustainability, fisheries management, water resources, as well as other sectors. One result of these endeavors has been the creation of a number of new organizations (including Smart Growth BC and Forest Futures, now The Dogwood Initiative). The POLIS Project seeks an Executive Director to assist with the transformation of the organization into a permanent research facility, and to develop its profile as an innovative institution of community-university collaboration. The successful applicant to this new position will have exceptional leadership and organization-building skills, an ability to connect disparate interests into networks, solid communications skills, and a demonstrated fund-raising capacity. Salary and benefits are commensurate with experience and competitive with the non-profit and research sectors. Interested and qualified applicants should submit a cover letter, resume, contact information for three references, and salary requirements to the Chair of the Board via email to polis@uvic.ca with "ED Search Committee" in the subject line or via mail at the address below. Application deadline is Friday, January 30, 2004, with the proposed starting date as April 1, 2004. For further information on this new position and on the POLIS Project on Ecological Governance, see http://www.polisproject.org. E.D. Search Committee, Attn: Dr. Kelly Bannister, Chair, Board of Directors, POLIS Project on Ecological Governance, University of Victoria, University House 4, PO Box 3060, Victoria, BC V8W 3R4. Serious applicants should direct questions to: Dr. Michael M'Gonigle, Academic Director, polis@uvic.ca.

■ **ECONOMICS — The University of Alberta.** The Department of Marketing, Business Economics and Law, invites applications for an Environmental Resource or Energy Economist; a full-time, tenure track position at the assistant professor level. Appointment to a more senior position may be considered, depending on the candidate's qualifications and experience. The successful candidate will teach in the department's natural resources and energy programs and conduct research in the areas of environmental, resource or energy economics. The candidate should be highly familiar with the natural resource and energy markets and regulatory regimes; knowledge of Canadian markets and/or industry experience are preferred. The University of Alberta is one of the leading research universities in Canada. Candidates should have a strong commitment to excellence in research and teaching. The successful candidate will have an opportunity to teach both undergraduate and MBA courses, and will participate in the MBA specialization in Natural Resources and Energy. This position is subject to funding. Salary is competitive with business schools in Canada. The competition will remain open until the position is filled. Applicants should have, or be close to completing a PhD in an appropriate field. Send applications to Dr. Richard D. Johnson, Chair, Department of Marketing, Business Economics and Law, The University of Alberta School of Business, Edmonton, Alberta, Canada T6G 2R6. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

■ **ECONOMICS — Concordia University.** The Faculty of Arts and Science, has up to six limited-term appointments available in its Department of Economics. Please see our full-page display ad in this issue.

■ **EDUCATION — The University of Lethbridge, Athabasca University, and the University of Calgary** have received funding to establish the Campus Alberta Applied Psychology Master of Counselling Program, the first Canadian distance learning alternative for students seeking to train as Professional Counsellors or Counselling Psychologists. In January of 2004, the third cohort of students will be admitted to this highly successful program; this will bring total enrolment to over 200 students. The successful applicant will join an inter-university faculty team and will have the opportunity to be involved at ground level in the implementation of this new initiative. ACCESS positions are created through a special funding program of the Alberta Government. The program is designed to increase enrolment in designated areas. Provided enrolment targets are met as required, funding becomes permanent. (To date the Faculty of Education has met all of its enrolment targets). The ACCESS position indicated above is offered for a term of three years. When permanent funding is obtained as expected, an equivalent tenure-track position will become available. Candidates for this position should have a doctorate in Counseling Psychology or Applied Psychology and must be eligible for chartering as a psychologist in the Province of Alberta. Candidates will be expected to have a minimum of two years of successful classroom teaching experience, eligibility for teacher certification in Alberta (B.Ed. or equivalent), and expertise in one or more of the following: counselling or applied psychology, school counselling, career counselling, gender issues, diversity/multicultural counselling, or counsellor education. Experience in distance education, particularly in the application of innovative learning technologies, is a definite asset. The successful candidate will be required to function as part of a collaborative, inter-university, and inter-disciplinary team. Candidates are expected to have a strong research and publication record and to show promise of maintaining an active research program. Community-based, applied research skills and experience are an asset. The successful candidate will be expected to participate in the design and delivery of graduate programming, to contribute to the discipline through on-going research, to supervise graduate students, to contribute to the teaching and supervision of students in the undergraduate program, and to engage in service activities at both the CAAP program and at the university level. If you are an innovative thinker and are committed to enhancing the flexibility, accessibility, and responsiveness of graduate programming in Counselling and Applied Psychology, this position will offer both challenges and rewards. The position will be located in Lethbridge, Alberta. Applications, accompanied by a curriculum vitae and the names of three references, will be accepted until 31 January 2004 with interviews scheduled for February/March. For further information about the Faculty of Education visit our website http://www.edu.uleth.ca. Mail Applications to: Dr. Jane O'Dea, Dean of Education, University of Lethbridge, 4401 University Drive, Lethbridge, AB, T1K 3M4. Telephone: (403) 329-2051; Fax: (403) 329-2252; E-Mail: jane.edea@uleth.ca. The University seeks to hire individuals who have a demonstrated potential for excellence in teaching, research and scholarship. The University of Lethbridge is an equal opportunity employer. In accordance with the Canadian Immigration Regulations this advertisement is directed to Canadien citizens and permenent residents of Canada. All positions subject to Board Approval.

■ **EDUCATION — The University of Lethbridge.** The Faculty of Education seeks to fill one Tenure-Track position for 01 July 2004 in Teacher Education: General Teacher Education — expertise in all subject major areas will be considered; significant contribution to the graduate program in the areas of professional practice and professional development. This position carries the following expectations: supervision of preservice students in at least one of four undergraduate program practica; teaching undergraduate and graduate courses; fluency with current theories and practices in areas of expertise; and engagement in scholarly and creative work. Qualifications include a doctoral degree, in the appropriate specialization completed or near completion; a minimum of two years successful K–12 classroom teaching experience; and eligibility for teacher certification in Alberta (B.Ed. or equivalent). Interest in integrating communications technology into the teaching and research repertoire will strengthen applications for all positions. Experience with First Nations' students will likewise enhance all applications. Applications from qualified persons of Aboriginal descent are encouraged. Applicants are encouraged to indicate other areas of expertise relevant to teaching/research within a Faculty of education. Applications, accompanied by a curriculum vitae and the names of three references, will be accepted until 31 January 2004 with interviews scheduled for February/March. For further information about the Faculty of Education visit our website http://www.edu.uleth.ca. Mail Applications to: Dr. Jane O'Dea, Dean of Education, University of Lethbridge, 4401 University Drive, Lethbridge, AB, T1K 3M4. Telephone: (403) 329-2051; Fax: (403) 329-2252; E-Mail: jane.edea@uleth.ca. The University seeks to hire individuals who have a demonstrated potential for excellence in teaching, research and scholarship. The University of Lethbridge is an equal opportunity employer. In accordance with the Canadian Immigration Regulations this advertisement is directed to Canadien citizens and permenent residents of Canada. All positions subject to Board Approval.

■ **EDUCATION — The University of Lethbridge.** The Faculty of Education seeks to fill one tenure-track position for 01 July 2004 in Teacher Education: General Teacher Education — expertise in all subject major areas will be considered; significant contribution to the graduate program in the areas of professional practice and professional development. This position carries the following expectations: supervision of preservice students in at least one of four undergraduate program practica; teaching undergraduate and graduate courses; fluency with current theories and practices in areas of expertise; and engagement in scholarly and creative work. Qualifications include a doctoral degree, in the appropriate specialization completed or near completion; a minimum of two years successful K–12 classroom teaching experience; and eligibility for teacher certification in Alberta (B.Ed. or equivalent). Interest in integrating communications technology into the teaching and research repertoire will strengthen applications for all positions. Experience with First Nations' students will likewise enhance all applications. Applications from qualified persons of Aboriginal descent are encouraged. Applicants are encouraged to indicate other areas of expertise relevant to teaching/research within a Faculty of education. Applications, accompanied by a curriculum vitae and the names of three references, will be accepted until 31 January 2004 with interviews scheduled for February/March. For further information about the Faculty of Education visit our website http://www.edu.uleth.ca. Mail Applications to: Dr. Jane O'Dea, Dean of Education, University of Lethbridge, 4401 University Drive, Lethbridge, AB, T1K 3M4. Telephone: (403) 329-2051; Fax: (403) 329-2252; E-Mail: jane.edea@uleth.ca. The University seeks to hire individuals who have a demonstrated potential for excellence in teaching, research and scholarship. The University of Lethbridge is an equal opportunity employer. In accordance with the Canadian Immigration Regulations this advertisement is directed to Canadien citizens and permenent residents of Canada. All positions subject to Board Approval.

■ **EDUCATION — The University of Saskatchewan.** The College of Education invites applications for approximately ten College Supervisor positions during the Fall term of the 2004-2005 academic year. Successful candidates will be assigned to supervise interns placed in schools throughout the province and to conduct seminars for interns and their cooperating teachers. Candidates must have the following minimum qualifications: successful K–12 teaching experience and a valid Saskatchewan teaching certificate or eligibility for such; B.Ed. degree or equivalent, preferably a M.Ed. degree, plus extensive experience in intern supervision; proven ability to work with administrators, teachers, student teachers and interns; willingness and ability to travel to and stay overnight in remote areas during the week. Salary and rank will be commensurate with qualifications and experience. All appointments are subject to budgetary approval. These are fulltime term positions from August 1, 2004 through December 31, 2004. Candidates should submit a covering letter, curriculum vitae, and the names of three references to: Dr. Leonard P. Haines, Acting Assistant Dean, Undergraduate Programs, College of Education, University of Saskatchewan, 28 Campus Drive, Saskatoon, Saskatchewan, S7N 0X1 Canada. Deadline for applications is April 16, 2004. Candidates will be informed of appointments in June, 2004. The University is committed to Employment Equity. Members of Designated Groups (women, Aboriginal people, people with disabilities, and visible minorities) are encouraged to self-identify on their application. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ **EDUCATION — St. Thomas University** is a small, undergraduate, liberal arts university where excellence in undergraduate teaching is the highest institutional priority. The Department of Education invites applications for an entry-level tenure-track appointment in educational foundations to begin July 2004. The successful candidate will have expertise in any of the following: educational philosophy, educational sociology, educational psychology, culture and schooling, development education, or another related field. The capacity to teach elementary math would be an asset but not a requirement. Responsibilities will include teaching education courses in a one-year bachelor of education programme, supervising interns; working collaboratively as a member of the education faculty; conducting and publishing research; and participating in service to the university and to the larger community. A PhD or imminent completion is required, as well as a minimum of three years teaching experience in a public or private school and eligibility for teacher certification in the province of New Brunswick. Applicants are to submit a curriculum vitae, samples of scholarly work, evidence of teaching effectiveness (teaching portfolio preferred), and arrange to have three letters of reference sent directly to Dr. Anne Hewson, Acting Chair, Department of Education, St. Thomas University, Fredericton, N.B. E3B 5G3. Closing date: February 20, 2004, or when position is filled. Applicants are responsible for ensuring that their files, including letters of reference, are complete by this date. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. St. Thomas University is committed to employment equity for women, Native persons, members of visible minority groups, and persons with disabilities.

■ **EDUCATION — Concordia University.** The Faculty of Arts and Science, has up to six limited-term appointments available in its Department of Education. Please see our full-page display ad in this issue.

■ **EDUCATION — Brock University.** The Faculty of Education invites applications for a probationary, tenure-track appointment focusing on Teaching in Multilingual Classrooms. The appointment, subject to final budgetary approval, will commence July 1, 2004 or as soon as possible thereafter. The preferred candidate will possess an earned doctorate in education, knowledge of teaching English as a second language in a multicultural, multilingual context, evidence of a strong commitment to scholarly research and publications. Successful K–12 teaching experience would be an asset. The successful candidate will be expected to provide academic leadership in the M.Ed program curriculum stream for those graduates students working in multilingual/multicultural classrooms and may be asked to work with the Pre-service Department as time permits. Graduate teaching, advising graduate students, conducting an active program of research and contributing to the work of the Department are essential aspects of the position. Deadline for applications is February 15, 2004. Candidates must have completed their PhD by the start of the appointment. Salary will be based on qualifications and experience. Applicants should submit a curriculum vitae, selected reprints, teaching evaluations, a statement of teaching philosophy, and any other supporting materials, plus arrange to have three letters of reference forwarded to: Dr. Michael Manley-Casimir, Dean, Faculty of Education, Brock University, St. Catharines, Ontario, L2S 3A1. All qualified candidates are encouraged to apply: however, Canadian citizens and permanent residents will be given priority. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty; qualified women and men are equally encouraged to apply. More information on Brock University may be found on the University website www.BrockU.ca.

■ **EDUCATION — Brock University.** The Faculty of Education invites applications for a probationary, tenure-track appointment at the rank of Assistant Professor in the area of Health and Physical Education (Elementary Education). The appointment, subject to final budgetary approval, will commence July 1, 2004 or as soon as possible thereafter. The preferred candidate will possess an earned doctorate in education, an excellent command of English, knowledge of health and a movement based approach to physical education, a knowledge base in teacher education, and evidence of a strong commitment to scholarly research and publication. Successful K–12 teaching experience is required. The successful candidate will be expected to teach methods in elementary health and physical education to pre-service teacher candidates, supervise practice teaching as a counselor of a counseling group, and supervise graduate students' research. Deadline for applications is February 15, 2004. Applicants are asked to provide clear evidence of; a) their competence in the area; b) excellent achievement or potential in teaching and professional supervision and; c) a well-articulated research plan. Applications must include full curriculum vitae and the names, addresses and phone/ fax/e-mail of three referees and be sent to: Dr. Michael Manley-Casimir, Dean, Faculty of Education, Brock University, St. Cathennes, ON L2S 3A1. All qualified candidates are encouraged to apply: however, Canedian citizens and permenent residents will be given priority. Brock University is committed to a positive action policy eimed at reducing gender imbalance in faculty; qualified women and men are equally encouraged to apply. More information on Brock University may be found on the university website www.BrockU.ca.

Assistant Professor
Associate Professor

Faculty of Engineering and Computer Science
Department of Computer Science

Concordia University's Faculty of Engineering and Computer Science invites applications for two tenure-track positions in the Department of Computer Science at the rank of assistant or associate professor.

The Department is particularly interested in candidates whose expertise includes one or more of the following: software engineering, databases, and distributed computing. Excellent applications in other research areas will also be considered. Very strong candidates may be considered for a Canada Research Chair Tier II position. (For more information, visit: www.chairs.gc.ca).

The Department places a strong emphasis on teaching and fundamental and applied research. For the rank of assistant professor, it seeks primarily candidates who have recently obtained a PhD or who are in the process of receiving one. A publication record or very strong research potential is required, as is strong interest and ability in teaching at the undergraduate and graduate levels.

For the rank of associate professor, excellent credentials in both research and teaching are required.

A successful candidate is expected to contribute to course and laboratory development at all levels of instruction, to be active in research, and to secure external research funding. The Department encourages interdisciplinary research partnerships, industrial collaborations and technology transfer.

The Department has 35 full-time faculty members and 15 support staff. It offers undergraduate programs in computer science and software engineering and master's and PhD programs. The language of instruction at Concordia is English.

Concordia is located in Montreal, a dynamic and vibrant city that offers an abundance of cultural and recreational activities. Montreal is a leading educational centre with four major universities, and an important high-technology centre with software, multimedia, aerospace and pharmaceutical industries.

Interested applicants should send their detailed curriculum vitae, including a list of publications and the names of at least three references, before March 31, 2004 to:

Dr. T. Radhakrishnan, Chair, Department of Computer Science
Concordia University
1455 de Maisonneuve Blvd. West
Montreal, QC, H3G 1M8, Canada
Phone: (514) 848-2424 ext. 3001
Fax: (514) 848-2830
Email: hiring@cs.concordia.ca
Web site: www.cs.concordia.ca

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Concordia University is committed to employment equity.

Concordia UNIVERSITY
Real education for the real world
www.concordia.ca

Arts et sciences

La Faculté des arts et des sciences sollicite des candidatures pour :

125 ANS

> un poste de professeure ou professeur au rang d'adjoint, au Département de chimie, dans le domaine de la chimie théorique.

> un poste de professeure ou professeur au rang d'adjoint, d'agrégé ou de titulaire, au Département de mathématiques et de statistique dans le domaine de la statistique.

Date d'entrée en fonction
Variable selon les postes

Conformément aux exigences prescrites en matière d'immigration au Canada, cette annonce s'adresse en priorité aux citoyens canadiens et aux résidents permanents. L'Université souscrit à un programme d'accès à l'égalité en emploi pour les femmes et au principe d'équité en matière d'emploi.

Pour de plus amples informations, veuillez consulter notre site web :
www.fas.umontreal.ca

Université de Montréal

Adrian Tsang
Professor, Biology

A Brilliant Choice

Our Faculty of Arts and Science is continuing to rebuild its professorial ranks at an unprecedented level. We have hired more than 150 tenure-track professors in the last five years and plan to hire another 50 tenure-track professors in the next two to three years, including up to 30 this year. As a transitional measure, we are also looking to hire a number of lecturers and assistant professors to join our dynamic Faculty for full-time, limited-term appointments for the 2004-2005 academic year.

ANTHROPOLOGY
Our Department of Sociology and Anthropology invites applications for one limited-term appointment to teach in Anthropology. We are particularly interested in candidates with teaching and research strengths in one or more of the following areas: field research methods, theory, religion or native studies. A PhD is preferred; knowledge of French is an asset.
Dr. Christine Jourdan
Chair, Department of Sociology and Anthropology
jourdan@vax2.concordia.ca

APPLIED HUMAN SCIENCES
Our Department of Applied Human Sciences invites applications for up to six limited-term appointments. We are looking for candidates to teach courses in one or more of the following areas: therapeutic recreation, leisure sciences, human systems intervention (undergraduate and graduate), respecting diversity in human relations, and sexuality in human relations. Applicants should have a PhD in a relevant social science discipline. Advanced professional training in human relations and group process intervention is an asset for the latter three areas of specialty.
Dr. Randy Swedburg
Chair, Department of Applied Human Sciences
swed@vax2.concordia.ca

BIOLOGY
Our Department of Biology invites applications for one limited-term appointment in the area of cell and molecular biology. Applicants should have a graduate degree in Biology and a demonstrated ability to teach at the university level. A PhD and experience in teaching cell and molecular biology to large classes would be considered assets. Each semester, the successful candidate will be expected to teach one introductory-level course in molecular biology, as well as two intermediate and/or advanced laboratory courses, one in genetics and cell biology and one in molecular biology. Participation in course and curriculum development is expected.
Dr. Luc Varin
Chair, Department of Biology
biochair@alcor.concordia.ca

CHEMISTRY AND BIOCHEMISTRY
Our Department of Chemistry and Biochemistry invites applications for one limited-term appointment to teach general chemistry and/or higher-level courses in their primary area of expertise. Applicants should have a PhD and a strong commitment to undergraduate education. The candidate will be expected to participate in undergraduate laboratory supervision and may also be called upon to take part in curriculum development.
Dr. Marcus F. Lawrence
Chair, Department of Chemistry and Biochemistry
lawrence@vax2.concordia.ca

CLASSICS
Our Department of Classics, Modern Languages and Linguistics invites applications for one limited-term appointment in the area of Classical Archaeology. Applicants must have a PhD in Classical Archaeology or ABD status. Demonstrated excellence in research and teaching is required. The successful candidate will be expected to teach a wide range of undergraduate courses in classical civilization and archaeology. Expertise in Bronze Age archaeology will be considered an asset, as will the ability to teach an undergraduate course in ancient Greek.
Dr. Catherine Vallejo
Chair, Department of Classics, Modern Languages and Linguistics
vallejo@alcor.concordia.ca

COMMUNICATION STUDIES
Our Department of Communication Studies invites applications for up to two limited-term appointments for candidates to teach in one or more of the following Media Production areas: Video, Sound or Multimedia. Applicants must have a terminal degree (a PhD or an MFA in Communication or a cognate field) as well as relevant teaching experience. The successful candidates will teach within the production curriculum of the Department.
Dr. Lorna Roth
Chair, Department of Communication Studies
l.roth@sympatico.ca

ECONOMICS
Our Department of Economics invites applications for up to six limited-term appointments for candidates able to teach undergraduate courses in some of the following areas: Introductory and Intermediate Theory, Statistics; Canadian Economic Policy; Economic Growth and Fluctuations; Economic Development; Industrial Organization; International Trade and Finance; and Environmental Economics. Applicants should have a completed or nearly-completed PhD and prior teaching experience.
Dr. William A. Sims
Chair, Department of Economics
simswas@vax2.concordia.ca

EDUCATION
Our Department of Education invites applications for up to four limited-term appointments, one in Early Childhood and Elementary Education (ECEE), one in Educational Technology, one in our MA Educational Studies program and one in Child Studies. For the ECEE position, applicants must have expertise in early childhood and elementary education, with a particular focus in one or more of the following areas: history and philosophy of early childhood education; kindergarten, primary or elementary classroom teaching; or curriculum development. A teaching certificate and previous experience as a classroom teacher are assets. For the position in Educational Technology, applicants must be able to teach courses in one of the following general areas: e-learning/distance education; multi-media design and development/theory; or applications of educational computing (including computer-assisted learning). In addition, applicants should be able to teach in one or more of the following areas: research methods; human performance technology; the learning sciences; and/or formative evaluation. For the Educational Studies position, applicants should be qualified to teach undergraduate and graduate courses in history and philosophy of education in areas such as studies in educational change, and politics and education. Applicants for all three positions should have a PhD and an excellent command of English, and must be committed to teaching and supervising graduate students, and developing a strong research program. A record of publications, conference presentations and research grants is desirable. Knowledge of French is an asset. For the position in Child Studies, applicants should be qualified to teach undergraduate courses in diversity in childhood and exceptionality, and diversity in the inclusive elementary school classroom. Applicants should have a PhD.
Prof. Ellen Jacobs
Chair, Department of Education
jacobs@vax2.concordia.ca

ENGLISH
Our Department of English invites applications for up to five limited-term appointments, up to three in the area of Composition and one each in Canadian literature and Medieval literature. For the positions in Composition, applicants should have a graduate degree in Literature or Rhetoric and considerable experience teaching university-level composition courses. Experience teaching Professional Writing courses is an asset. For the position in Canadian literature, applicants should have competence in all periods of Canadian literature and the ability to teach modern and contemporary Canadian poetry and fiction. For the position in Medieval literature, applicants should have competence in Old English, Middle English, and medieval studies or criticism. For both of the literature positions, applicants must have a completed or nearly-completed PhD and prior teaching experience. Scholarly publications are an asset.
Prof. Terence Byrnes
Chair, Department of English
byrnes@alcor.concordia.ca

ENGLISH AS A SECOND LANGUAGE
Our Department of Education invites applications for one limited-term appointment in the field of English as a Second Language (ESL). Applicants must have extensive experience in teaching English as a Second Language, including English for academic purposes in a university or college setting, as well as demonstrated expertise in developing teaching materials and a willingness to participate in curriculum development. Applicants must hold a graduate degree in TESL, Applied Linguistics or a related field and must show evidence of having undergone training in Teaching English as a Second Language. Preference will be given to applicants who have a research program investigating issues related to academic writing.
Prof. Ellen Jacobs
Chair, Department of Education
jacobs@vax2.concordia.ca

ETUDES FRANCAISES
Le département d'Études françaises sollicite des candidatures à cinq postes éventuels, à durée déterminée. Les qualifications recherchées sont, selon le poste, un diplôme de deuxième ou de troisième cycle, une expérience diversifiée de l'enseignement, l'aptitude au travail d'équipe et une connaissance du milieu. Les candidat-e-s retenu-e-s enseigneront au premier cycle, travailleront en équipe et participeront ponctuellement à l'administration des programmes. Trois postes aux rangs de chargé-e d'enseignement en enseignement du français langue seconde, deux orientés vers l'enseignement du français langue seconde et le multimedia, l'autre vers l'enseignement de la rédaction avancée. Deux postes de même rang en littérature sont ouverts à toute personne apte à enseigner soit la littérature française du XIX' ou XX' siècle, soit la littérature française et la critique littéraire.
Madame Lucie Lequin
Directrice du département d'Études françaises
lequin@vax2.concordia.ca

GEOGRAPHY
Our Department of Geography, Planning and Environment invites applications for up to two limited-term appointments, one in Urban Planning and one in Human Geography. For the position in Urban Planning, the candidate will be expected to teach a year-long intermediate laboratory as well as lecture-format courses. For the position in Human Geography, the candidate must be able to teach a core introductory course in place, space and identity. Applicants must have a record of quality teaching.
Dr. John Zacharias
Chair, Department of Geography, Planning and Environment
zachar@vax2.concordia.ca

GERMAN
Our Department of Classics, Modern Languages and Linguistics invites applications for one limited-term appointment in German. Applicants must have a PhD or ABD status in German, as well as proven excellence in teaching and native or near-native proficiency in German and English. The successful candidate will be expected to teach undergraduate courses in modern German literature. Teaching assignments may include language courses at all undergraduate levels. Some administrative coordination may also be required.
Dr. Catherine Vallejo
Chair, Department of Classics, Modern Languages and Linguistics
vallejo@alcor.concordia.ca

HISTORY
Our Department of History invites applications for one limited-term appointment in the area of American History. Applicants must have a completed or nearly-completed PhD and the ability to offer an introductory course in United States history as well as more advanced courses. Prior teaching experience at the undergraduate level is an asset.
Dr. Ronald Rudin
Chair, Department of History
ronald.rudin@concordia.ca

HISTORY AND PHILOSOPHY OF SCIENCE
The Faculty of Arts and Science invites applications for one limited-term appointment in the History and Philosophy of Science. Applicants should have a PhD in the area of history and philosophy of science, as well as the ability to design and teach Philosophy of Science courses to undergraduates with varying amounts of background in the sciences, ranging from very little to a fair amount. Applicants should have a record of publications and some experience with class lecturing and seminar-style teaching. This position is being shared by our Department of Philosophy, our Science College and our Liberal Arts College.
Dr. Martin Singer
Dean, Faculty of Arts and Science
martin.singer@concordia.ca

ITALIAN
Our Department of Classics, Modern Languages and Linguistics invites applications for one limited-term appointment in Italian. Applicants must have a PhD or ABD status in Italian Studies, as well as proven excellence in teaching and native fluency in Italian and English. Teaching assignments may include language courses at all undergraduate levels and modern Italian literature. Some administrative coordination may also be required.
Dr. Catherine Vallejo
Chair, Department of Classics, Modern Languages and Linguistics
vallejo@alcor.concordia.ca

JOURNALISM
Our Department of Journalism invites applications for up to two limited-term appointments, one in Computer-Assisted Journalism and one in Broadcast Journalism. For the position in Computer-Assisted Journalism, the ideal candidate must be able to teach computer-assisted reporting, on-line publishing and desk-top publishing and will be expected to teach at both the graduate and undergraduate levels, and supervise two computer labs. For the Broadcast position, the candidate will be expected to teach radio and television production workshops, as well as a course in the history of broadcasting. Applicants for either position should have at least five years of relevant professional experience, as well as prior university-level teaching experience.
Dr. Enn Roudsepp
Director, Department of Journalism
roudsen@vax2.concordia.ca

LIBERAL ARTS
Our Liberal Arts College invites applications for one limited-term appointment to teach seminars in Western Civilization and Culture in the College's multi-disciplinary Great Books core curriculum. The successful candidate, rooted in a specific discipline, should be able to teach Great Books in the areas of history, philosophy, religion, and political theory, with particular reference to the period from classical and biblical Antiquity to the 17th century, as well as the College's required seminar in the area of history of science. Applicants should have a PhD and some prior teaching experience. For further information on the College and its curriculum, please see: http://artsandscience.concordia.ca/liberal_arts_college/
Prof. Harvey Shulman
Principal, Liberal Arts College
harvey.shulmon@sympatica.ca

LINGUISTICS
Our Department of Classics, Modern Languages and Linguistics invites applications for up to two limited-term appointments in the area of Linguistic Theory. Applicants must have a PhD or ABD status and proven excellence in teaching. For one position, the optimal candidate will have an active research profile in the area of syntax and semantics. For the other position, any field within the domain of theoretical linguistics will be considered. Courses to be taught by the second candidate may include field methods and/or neurolinguistics.
Dr. Catherine Vallejo
Chair, Department of Classics, Modern Languages and Linguistics
vallejo@alcor.concordia.ca

MATHEMATICS AND STATISTICS
Our Department of Mathematics and Statistics invites applications for up to four limited-term appointments to teach courses in areas that include: Analysis, Numerical Analysis, Dynamical Systems, Optimization, Probability and Statistics. Applicants must have a PhD and evidence of excellence in teaching ability.
Dr. Hershy Kisilevsky
Chair, Department of Mathematics and Statistics
chair@mathstat.concordia.ca

MODERN LANGUAGES
Our Department of Classics, Modern Languages and Linguistics invites applications for one limited-term appointment in the area of Computer-Assisted Language Teaching (CALT). Applicants must have an MA or equivalent in German, Italian or Spanish Studies, and be functionally competent in at least one of the other two languages. Requirements include experience in CALT, proven excellence in teaching, and native or near-native proficiency in the language to be taught, as well as in English. Responsibilities will include the teaching of language courses and, in conjunction with other faculty members, the development of extensive material for use in the language laboratory. This position may be renewed in subsequent years.
Dr. Catherine Vallejo
Chair, Department of Classics, Modern Languages and Linguistics
vallejo@alcor.concordia.ca

PHILOSOPHY
Our Department of Philosophy invites applications for one limited-term appointment in the area of philosophy of mind (with teaching responsibilities to include philosophy of mind, introduction to philosophy of language, and metaphysics). Applicants must have a completed or nearly-completed PhD and prior teaching experience. Applicants should include a writing sample along with their applications.
Dr. Andrew Wayne
Chair, Department of Philosophy
awayne@alcor.concordia.ca

POLITICAL SCIENCE
Our Department of Political Science invites applications for up to five limited-term appointments to teach introductory Political Science courses,

including Introduction to International Relations, Introduction to Canadian Government and Politics, and Introduction to Political Theory. In addition, some senior undergraduate courses might be available in the areas of international relations and comparative politics. Applicants must have a PhD; good teaching and research experience is an asset.

Dr. Reeta C. Tremblay
Chair, Department of Political Science
reetact@vax2.concordia.ca

PSYCHOLOGY

Our Department of Psychology invites applications for up to seven limited-term appointments. Applicants should have a PhD or equivalent and must be prepared to teach undergraduate courses in one or more of the following areas: Introductory Psychology, History, Statistics, Cognition, Motivation, Developmental, Personality and Social Psychology. Although these appointments are primarily teaching positions, there are opportunities for research collaboration with the Department's tenure-track faculty. The Department houses two major research centres: the Centre for Research in Human Development and the Centre for Studies in Behavioural Neurobiology.

Dr. June Chaikelson
Chair, Department of Psychology
psych@vax2.concordia.ca

RELIGION

Our Department of Religion invites applications for up to three limited-term appointments, one each in the areas of Judaic Studies, Hindu Studies and East Asian Religions. For the position in Judaic Studies, applicants should have expertise in the history of Judaism, with the appropriate language skills. The ability to teach in the areas of Christianity, and women and religion, will be considered assets. For the position in Hindu Studies, applicants should have expertise in both the religious and philosophical aspects of the Hindu tradition, as well as familiarity with Hinduism throughout the whole range of its historical development. Knowledge of the texts and relevant language proficiency are required. Familiarity with the comparative study of religions will be considered an asset. For the position in East Asian Religions, applicants should have a solid background in the major traditions of China and Japan, including Buddhism, and the appropriate language skills, as well as the ability to teach both the religious/ritual and philosophical aspects of these traditions. The ability to teach in the areas of comparative religion, and women and religion, will be considered assets. Applicants for all three positions must have PhDs and prior teaching experience.

Dr. Normo Joseph
Chair, Department of Religion
nojo@vax2.concordia.ca

SOCIOLOGY

Our Department of Sociology and Anthropology invites applications for up to three limited-term appointments to teach in Sociology. We are particularly interested in candidates with teaching and research strengths in one or more of the following areas: introduction to sociology; race and ethnic relations; sociology statistics and methodology; social problems; economic sociology; and crime and deviance. Applicants should have a PhD; knowledge of French is an asset.

Dr. Christine Jourdan
Chair, Department of Sociology and Anthropology
jourdan@vax2.concordia.ca

SPANISH

Our Department of Classics, Modern Languages and Linguistics invites applications for one limited-term appointment in Spanish, in the area of translation and/or Latin-American literature and culture. Applicants must have a PhD or ABD status in Hispanic Studies or an equivalent field, proven excellence in teaching, and native or near-native fluency in Spanish and English. Teaching assignments may include language courses at all undergraduate levels, translation and survey of literature.

Dr. Catherine Vallejo
Chair, Department of Classics, Modern Languages and Linguistics
valleja@alcor.concordia.ca

TEACHING OF ENGLISH AS A SECOND LANGUAGE

Our Department of Education invites applications for one limited-term appointment in Teaching English as a Second Language (TESL). The position is in Applied Linguistics, specifically in the area of language testing/evaluation and research methodologies. Applicants should have experience in teaching and research related to TESL teacher training, corpus linguistics or curriculum development. Applicants should have a PhD, an excellent command of English and a knowledge of French, and must be committed to the teaching and supervision of undergraduate and graduate students and the development of a strong research program. A record of publications, conference presentations and research grants is desirable.

Prof. Ellen Jacobs
Chair, Department of Education
jocobs@vax2.concordia.ca

THEOLOGICAL STUDIES

Our Department of Theological Studies invites applications for one limited-term appointment in Biblical Studies (Old Testament and New Testament). Applicants must have a completed or nearly-completed PhD and prior teaching experience. Prior scholarly publication, or the potential for publication, is highly desirable. The successful candidate will teach at the undergraduate and graduate levels.

Dr. Pamela Bright
Chair, Department of Theological Studies
brightp@alcor.concordia.ca

Andrew Chapman
Assistant Professor,
Psychology

The above positions are all full-time, limited-term appointments, beginning August 15, 2004 and ending May 31, 2005. Hiring is subject to budgetary approval. These positions are normally at the rank of Lecturer or Assistant Professor. Candidates will be expected to teach three courses per semester. Applications should consist of a letter of intent, a curriculum vitae, a list of publications, a statement of teaching and research interests and three letters of reference. Please forward all applications to the Department contact listed beneath the appropriate position. Review of applications will begin on March 1, 2004 and continue until the positions are filled.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Concordia University is committed to employment equity.

Please direct all general inquiries about the Faculty to Dr. Martin Singer, Dean of the Faculty of Arts and Science. Telephone (514) 848-2424, ext. 2081; e-mail: martin.singer@concordia.ca

Concordia University,
1455 de Maisonneuve Blvd. W., Montreal, Qc. H3G 1M8

http://artsandscience.concordia.ca

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Montreal, Quebec, Canada

Brock University

Associate Vice-President, Research

Brock University invites applications and nominations for the position of Associate Vice-President, Research. The commitment of Brock University to the continued growth of its research culture into the future is well documented. The Long-Range Planning Committee Final report 2002-2003 supports the University's ambition to become a comprehensive institution, with the continued development of a strong research culture across all academic units. While Brock has improved its record of external research funding over the past several years, the continuation and expansion of this will be a high priority in this portfolio.

The Associate Vice-President, Research, reporting to the Vice-President, Academic and Provost, will promote the expansion of the dynamic and growing research activity at the University. The Associate Vice-President, Research, will represent Brock University in bodies promoting research at the regional, provincial and national levels and in consortia in which Brock participates. The appointment, to be effective July 1, 2004, is for an initial period of five years. The Associate Vice-President, Research, will be an established scholar and will possess the academic leadership to mobilize and support the diverse research and creative activities of faculty at Brock University. Excellent administrative and interpersonal skills are essential to this position. The Associate Vice-President, Research, will be expected to foster and develop partnerships to meet the research and innovation agenda of the University.

Further information on the particular responsibilities of the Associate Vice-President, Research, can be found on the University Web site at www.brocku.ca/hr/careers or by contacting Terry Boak, Vice-President, Academic and Provost, at 905-688-5550, ext. 4121, or tboak@brocku.ca

Consideration of applications and nominations will begin in February 2004. Please include with the application full curriculum vitae, a statement of interest and vision of research at Brock University, and the names and contact information of three referees. Please submit the above information by February 15, 2004 to:

Dr. Terry Boak
Vice-President, Academic and Provost
Brock University
500 Glenridge Ave.
St. Catharines, Ontario
L2S 3A1

All qualified applicants are encouraged to apply, however, Canadian citizens and permanent residents will be given priority. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty; qualified women and men are equally encouraged to apply.

Located at the centre of Canada's beautiful Niagara Peninsula in Ontario, one hour from Toronto, Brock offers strong undergraduate, graduate and interdisciplinary programs that include co-op and other experiential learning opportunities to a student population of 15,600.

Brock celebrates the success of its 47,000 alumni who enjoy the highest employment rate among graduates from Ontario's universities.

www.brocku.ca/hr/careers

UNIVERSITY OF REGINA

Faculty Positions Available

The University of Regina is a university on the move, striving for excellence in its innovative academic, research, and community service pursuits. The University is building on its strengths and looking to the future in areas as diverse as culture and heritage, energy and environment, informatics, health, and social justice. It enjoys constructive relationships with three federated colleges, with all levels of government, and with business, research, and community partners. With over 12,000 students, 1,200 faculty and staff, and an operating budget of $103 million, the University of Regina is committed to being a great place to study and work. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Regina is committed to employment equity and is a partner in the Aboriginal Employment Development Program.

TENURE-TRACK POSITIONS - Deadlines, qualifications and ranks vary - please see websites.

FACULTY OF ADMINISTRATION
In the areas of Finance and Marketing - **www.uregina.ca/hr/recruitment.html**

FACULTY OF ENGINEERING
In the areas of Environmental (Infrastructure Systems Engineering), Industrial Systems Engineering (two positions), and Software Systems Engineering - **www.uregina.ca/hr/recruitment.html**

FACULTY OF FINE ARTS
Interdisciplinary Faculty Position - **www.uregina.ca/hr/recruitment.html**

FACULTY OF SCIENCE
In the Biology Department in the areas of Ecology and Environmental Microbiology and a Lab Instructor in Cell Biology and Genetics - **www.uregina.ca/science/biology**
In the Computer Science Department in the areas of Software Systems Development, Multimedia, Bioinformatics, Distributed Systems - **www.cs.uregina.ca/ad2003.html**
In the Physics Department in the area of Experimental Particle Astroparticle Physics - **www.phys.uregina.ca/**

TERM POSITION to commence July 1, 2004.

FACULTY OF SCIENCE
In the Geology Department a field-oriented geologist-petrologist - **www.uregina.ca/geology/**

For more details on the University of Regina please visit www.uregina.ca

UNIVERSITY OF REGINA

University of Regina,
3737 Wascana Parkway, Regina, SK S4S 0A2
www.uregina.ca/hr/recruitment.html

CAREERS CARRIÈRES

■ **EDUCATION — Brock University.** The Faculty of Education invites applications for a probationary, tenure-track appointment at the rank of Assistant Professor in the area of Science and Technology (Elementary Education). The appointment, subject to final budgetary approval, will commence July 1, 2004 or as soon as possible thereafter. The preferred candidate will possess an earned doctorate in education, an excellent command of English, knowledge of elementary science education and the embedded use of broad based technology in the elementary classroom, a knowledge base in teacher education, and evidence of a strong commitment to scholarly research and publication. Expertise in outdoor education is advantageous. Successful K–12 teaching experience is required. The successful candidate will be expected to teach methods in elementary science and technology to pre-service teacher candidates, supervise practice teaching as a course/or of a counseling group, and supervise graduate students' research. Deadline for applications is February 15, 2004. Applicants are asked to provide clear evidence of; a) their competence in the area; b) excellent achievement or potential in teaching and professional supervision and; c) a well-articulated research plan. Applications must include full curriculum vitae and the names, addresses and phone/fax/e-mail of three referees and be sent to; Dr. Michael Manley-Casimir, Dean, Faculty of Education, Brock University, St. Cothannes, ON L2S 3A1. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty; qualified women and men are equally encouraged to apply. More information on Brock University may be found on the University website www.BrockU.ca.

■ **EDUCATION — Brock University.** The Faculty of Education invites applications for a probationary, tenure-track appointment in the area of Mathematics (Elementary Education). The appointment, subject to final budgetary approval, will commence July 1, 2004 or as soon as possible thereafter. The preferred candidate will possess an earned doctorate in education, an excellent command of English, knowledge of reformed-based elementary mathematics education, knowledge base in teacher education, and evidence of a strong commitment to scholarly research and publication. Successful K–12 teaching experience is required. The successful candidate will be expected to teach methods in elementary mathematics to pre-service and in-service teacher candidates, supervise practice teaching as a counselor of a counseling group, and supervise graduate students' research. Deadline for applications is February 15, 2004. Applicants are asked to provide clear evidence of: a) their competence in the area; b) excellent achievement or potential in teaching and professional supervision and; c) a well-articulated research plan. Applications must include full curriculum vitae and the names, addresses and phone/fax/e-mail of three referees and be sent to: Dr. Michael Manley-Casimir, Dean, Faculty of Education, Brock University, St. Cothannes, ON L2S 3A1. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty; qualified women and men are equally encouraged to apply. More information on Brock University may be found on the University website: www.BrockU.ca.

■ **EDUCATION — Brock University.** The Faculty of Education invites applications for a probationary, tenure-track appointment in Mathematics and Science Education with the Graduate/Undergraduate Department. The appointment, subject to final budgetary approval, is at the Assistant Professor level and will commence July 1, 2004 or as soon as possible thereafter. Applicants are expected to have a Doctorate in mathematics and science education and a strong record of or potential for teaching, research, and publication. The preferred candidate for the position will have teaching interests and experience in elementary and or secondary mathematics and science education; research interests should centre on an aspect of mathematics and science education programs. There are numerous possibilities for collaborative research within the Faculty of Education and the University, as well as with the schools within the Niagara Region. The successful applicant will be expected to teach at the graduate and undergraduate levels, advise graduate students, develop an active program of research, as well as contribute to the mission and initiatives of the Department. Deadline for applications is February 15, 2004. Candidates must have completed their PhD by the start of the appointment. Salary will be based on qualifications and experience. Applicants should submit a curriculum vitae, selected reprints, teaching evaluations, a statement of teaching philosophy, and any other supporting materials, plus arrange to have three letters of reference forwarded to: Dr. Michael Manley-Casimir, Dean, Faculty of Education, Brock University, St. Cathannes, Ontario, L2S 3A1. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty; qualified women and men are equally encouraged to apply. More information on Brock University may be found on the University website www.BrockU.ca.

■ **ELECTRICAL & COMPUTER ENGINEERING — The University of Manitoba.** The Department comprises 27 academic staff, 16 support staff and over 30 postdoctoral fellows, visiting scholars and Adjunct Professors. Additional information on the Department can be found at our website www.ee.umanitoba.ca. Applications, including detailed curriculum vitae and the names of three referees, should be sent to the Department Head, Electrical and Computer Engineering, 504 Engineering Bldg., The University of Manitoba, 15 Gilson Street, Winnipeg, Manitoba, R3T 5V6 Canada or e-mail applications (in pdf format) to search932@ee.umanitoba.ca. Please refer to position #ABL 932 in all correspondence. Applications will be accepted until February 1, 2004. The starting date will be July 1, 2004, or as soon thereafter as possible. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority. Application materials and letters of reference will be handled in accordance with the Freedom of Information and Protection of Privacy Act (Manitoba).

■ **ELECTRICAL & COMPUTER ENGINEERING — Queen's University.** As a result of new initiatives in the areas of computer engineering and electrical engineering, the Department of Electrical and Computer Engineering, Queen's University, invites applications for tenure-track positions in key areas of its teaching and research activities. The positions are available immediately and will be at either the Assistant or Associate Professor levels, depending upon the qualifications and experience of the successful applicants. The preferred areas for the appointments are: In Electrical Engineering: Microelectronics, Photonics, Robotics and Control, Biological Networks, Nanotechnology, and Communication Systems. In Computer Engineering: Digital VLSI, and Software and Computer Systems. The Department has 574 undergraduate students distributed over two accredited degree programs, one in Electrical Engineering and one in Computer Engineering. There are 128 graduate students in the Department with 51 in the PhD program. An academic staff of 26 members, with two chaired faculty, a support staff of 18 and an adjunct and cross-appointed staff of 22 members comprise the Department. Our faculty profile is young with over one-half of the faculty appointed in the last five years. National laboratory status is held in Photonics and in Power Electronics and every two years the Department sponsors the Biennial Symposium on Communications, which is in its 44th year. More information on the Department is available at http://www.ece.queensu.ca. Candidates should have a PhD in electrical or computer engineering. Responsibilities include effective teaching at the undergraduate and graduate levels, development of a strong research program that involves graduate student supervision, external funding and industrial interaction, and participation in the administrative affairs of the Department, Faculty and University. Professional Engineering registration, or eligibility and commitment to register as a Professional Engineer, is a necessary condition for appointment. Applicants should send a curriculum vitae, the names of three referees, and a statement on teaching and research interests to Dr. S.O. Glostein, Head, Department of Electrical and Computer Engineering, Queen's University, Kingston, Ontario, Canada, K7L 3N6. Applications will be accepted until successful candidates are selected. Queen's University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, Aboriginal people, persons with disabilities, and persons with a diversity of sexual orientation. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent residents will be given priority. Academic staff at Queen's are governed by a collective agreement between Queen's University and the Queen's University Faculty Association (see http://www.queensu.ca/qufa). The appointments are subject to budgetary approval.

■ **ELECTRICAL & COMPUTER ENGINEERING — The University of Waterloo.** The Department of Electrical and Computer Engineering invites applications for several tenured or tenure-track positions in the engineering of dependable, distributed or embedded hardware and software systems. The Department seeks applicants with leadership, vision, and strong records of research accomplishments. Appointments will be made at the Full or Associate Professor levels, but exceptional applicants early in their careers may be considered for appointment at the level of Assistant Professor. Highly qualified candidates will be considered for awards of E&CE Research Chairs. These Chairs carry substantial research funding and support for graduate students. The awards will be for an initial period of five years, with the possibility of renewal. Applicants should have earned a doctoral degree in Computer Engineering, Software Engineering, Electrical Engineering, Computer Science, or a closely related discipline. All applicants must have a strong commitment to research and teaching. Eligibility for registrations as a Professional Engineer is desirable. The Department currently has more than 60 faculty members. The graduate programs attract outstanding Canadian and International applicants, with an enrolment of more then 250 research Master and PhD students. The undergraduate programs in Computer Engineering, Electrical Engineering and Software Engineering (which is offered jointly with the School of Computer Science) draw the top students from across Canada. The Department offers an outstanding research environment with research laboratories in software systems and engineering, digital hardware design and verification, and other E&CE areas ranging from wireless communications to microelectromechanical systems. Researchers benefit from close connections with the many high-technology companies in the Waterloo area and from the intellectual property policy of the University, which vests the rights with the inventor. Salaries will be competitive and will be determined according to the successful applicants' accomplishments, experience and qualifications. The University of Waterloo is located in the attractive two-university community of Kitchener-Waterloo (population of 300,000) in southwestern Ontario. The city of Toronto is within easy driving distance, as are the many recreational opportunities offered by the Great Lakes and Provincial Parks. Interested Candidates should send a curriculum vita, a statement of research and teaching interests, and the names of at least three references to: Professor Sherman Shen, Coordinator, Faculty Search Committee, Department of Electrical and Computer

UNIVERSITY OF ALBERTA
EDMONTON, ALBERTA, CANADA

www.careers.ualberta.ca

Professor and Chair, Department of Medicine

The Faculty of Medicine and Dentistry, University of Alberta, invites applications for a full-time academic tenured position as Professor and Chair of the Department of Medicine. The position requires a candidate who is a solid clinician with excellent administrative skills, able to lead this department in the continued development of excellence in clinical practice, education and research. The Chair will be responsible for a Department of over 170 full-time and approximately 120 part-time faculty in 12 divisions. This responsibility includes management of the Department's Alternate Funding Plan. The opportunities in research are enhanced by the support of the Alberta Heritage Foundation for Medical Research, the Alberta Heritage Ingenuity Fund, and by the presence in Edmonton of the National Institute of Nanotechnology. CFI grants have led to the enhancement of research infrastructure in genomics, proteomics, systems biology and translational research. The Diabetes Research Institute and the Alberta Heart Institute have recently been announced. Current expansions include the Heritage Research Innovation Facility, scheduled for completion in 2006/07, the Zeidler Gastrointestinal Health and Research Centre to open in 2004 and the Alberta Heart Institute in 2006/06.

The Faculty of Medicine and Dentistry and Capital Health (CH) represent one of Canada's leading Academic Health Sciences Centres in one of the largest integrated health delivery regions. With annual budgets of $200 million and $2.0 billion dollars respectively, the two organizations are recognized nationally and internationally for their combined leadership in research, education, and clinical service.

Information about the Department of Medicine can be found at *www.departmentofmedicine.ualberta.ca*. Details about the University of Alberta, Faculty of Medicine and Dentistry, Capital Health, and Edmonton can be found on the Faculty's web page at *www.med.ualberta.ca*.

The anticipated commencement date is July 1, 2004. Interested candidates should submit an up-to-date curriculum vitae and a document briefly outlining current clinical and research interests, leadership experience and thoughts about meeting the challenges of academic leadership in an integrated health region. The names and addresses of three referees should be included. Interested individuals are asked to submit their material by February 29, 2004 to:

Dr. D. Lorne J. Tyrrell, Dean
Faculty of Medicine and Dentistry
University of Alberta
2J2 WC Mackenzie Health Sciences Centre
8440-112 Street
Edmonton, Alberta, Canada T6G 2R7

Professor and Chair, Department of Biochemistry

The Faculty of Medicine and Dentistry, University of Alberta invites applications for a full-time academic tenured position as Professor and Chair, Department of Biochemistry. The position requires a candidate who has an international reputation as a scholar and has outstanding and innovative research accomplishments, thereby able to contribute to the University's reputation as a leading research-intensive post-secondary institution. The successful candidate will be responsible for ensuring full participation of the Department's 24 faculty in undergraduate education programs and for the continued development of a vigorous graduate research program, currently comprised of 69 graduate students and 31 postdoctoral fellows. The new Chair will be expected to build on the already excellent research base within the Department and there are opportunities to expand the faculty to take advantage of the new laboratory space within the $200 million Heritage Research Innovation Facility, scheduled for completion in 2006/07. As part of Faculty-wide resources, the Department has excellent facilities for biochemical research and systems biology, from whole cell imaging to atomic resolution analysis of molecular structure and function by X-ray crystallography, NMR, and electron microscopy, as well as sophisticated instrumentation for mass spectroscopy and microarray fabrication and analysis. The opportunities in research are enhanced by the support of the Alberta Heritage Foundation for Medical Research, the Alberta Heritage Ingenuity Fund and by the presence in Edmonton of the National Institute of Nanotechnology.

The Faculty of Medicine and Dentistry and Capital Health (CH) represent one of Canada's leading Academic Health Science Centres in one of the largest integrated health delivery regions. With annual budgets of $200 million and $2.0 billion respectively, the two organizations are recognized nationally and internationally for their combined leadership in research, education and clinical service.

Current areas of the Department's research strength include cellular, molecular and structural biology, membrane proteins, cell signalling and lipid research; further information is available at *www.biochem.ualberta.ca*. Details about the University of Alberta, Faculty of Medicine and Dentistry, Capital Health and Edmonton can be found on the Faculty's website at *www.med.ualberta.ca*.

The anticipated commencement date is July 1, 2004. Interested candidates should submit an up-to-date curriculum vitae and a two-page document outlining their current research interests, educational and leadership experience. The names and addresses of three referees should be included. Interested individuals are asked to submit their material by February 29, 2004 to:

Dr. D. Lorne J. Tyrrell, Dean
Faculty of Medicine and Dentistry
University of Alberta
2J2 WC Mackenzie Health Sciences Centre
8440-112 Street
Edmonton, Alberta, Canada T6G 2R7

Professor and Chair, Department of Medical Genetics

The Faculty of Medicine and Dentistry, University of Alberta invites applications for a full-time academic tenured position as Professor and Chair, Department of Medical Genetics. The position requires a candidate with an MD and/or PhD with an international reputation as a scholar, who has outstanding and innovative research accomplishments or recognition as an excellent emerging researcher, thereby contributing to the University's reputation as a leading research-intensive post-secondary institution. The Chair will be responsible for the teaching and research programs offered by the Department and will be encouraged to recruit and mentor the development of the academic careers of the young faculty. The Department has 10 GFT faculty. The Chair will also be responsible for supervision of the delivery of genetic counselling in Northern Alberta. The successful candidate will also serve as the Program Director for Clinical and Laboratory Genetics for the University of Alberta Hospital and Stollery Children's Hospital. The opportunities in research are enhanced by the support of the Alberta Heritage Foundation for Medical Research, the Alberta Heritage Ingenuity Fund and by the presence in Edmonton of the National Institute of Nanotechnology.

The Faculty of Medicine and Dentistry and Capital Health (CH) represent one of Canada's leading academic health science centres in one of the largest integrated health delivery regions. With annual budgets of $200 million and $2.0 billion respectively, the two organizations are recognized nationally and internationally for their combined leadership in research, education and clinical service.

Information about the Department of Medical Genetics can be found at *www.uofa-medical-genetics.org*. Details about the University of Alberta, Faculty of Medicine and Dentistry, Capital Health and Edmonton can be found on the Faculty's website at *www.med.ualberta.ca*.

Interested candidates should submit an up-to-date curriculum vitae and a two-page document outlining their current research interests, leadership experience, and thoughts about how to meet the challenges of academic leadership in an integrated health region. This should also include teaching experience (graduate student supervision, mentoring) and an outline of their educational philosophies. The names and addresses of three referees should be included. Interested individuals are asked to submit their material by February 29, 2004 to:

Dr. D. Lorne J. Tyrrell, Dean
Faculty of Medicine and Dentistry
University of Alberta
2J2 WC Mackenzie Health Sciences Centre
8440-112 Street
Edmonton, Alberta, Canada T6G 2R7

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

CAREERS CARRIÈRES

Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. All qualified candidates are encouraged to apply; however Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities. These appointments are subject to availability of funds.

■ **ELECTRICAL & COMPUTER ENGINEERING — The University of Windsor.** The Faculty of Engineering is seeking an outstanding candidate to nominate for a Canada Research Chair at the senior Tier I level focussed in Cars & Computers. The priority areas for this chair position include (but not limited to) Sensing Systems, Automotive Vehicle Identification, Electronic Controls for Engine and Microcontrollers, Intelligent Transportation, Mobile Multimedia Technology, Navigation Systems, Vehicle Area Networks, and Power Train Control technology. For e detailed description of the CRC Chair visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. N. Biswas, Associate Dean, Research and Graduate Studies, Faculty of Engineering, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519.253.3000, Ext. 2566; Fax: 519.971.3622; Email: appteng@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

■ **ELECTRICAL & COMPUTER ENGINEERING — The University of Windsor.** The Faculty of Engineering at the University of Windsor invites applications for two tenure-track faculty positions in the areas of Computer Engineering/VLSI and Integrated Micromechanical Systems. For detailed position descriptions visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Shervin Erfani, Department Head, Electrical and Computer Engineering, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519.253.3000, Ext. 2566; Fax: 519.971.3622; Email: appteng@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

■ **ENGINEERING — Memorial University of Newfoundland.** The Faculty of Engineering and Applied Science invites applications for a Tier II Canada Research Chair in the area of Application-Specific Integrated Circuit (ASIC) design. The Chair is expected to develop a world-class, externally-funded research program focussing on the ASIC design process especially aspects such as synthesis, place & route, verification, packaging, analog circuit & mixed-mode design, device physics, and interfacing with optical components. The Chair is expected to build upon existing institutional strengths and to foster research collaboration with researchers involved in the Faculty's Centre for Digital Hardware Applications Research and with an anticipated Chair in Photonics to be based in the Department of Physics and Physical Oceanography. Further information on the Canada Research Chairs program can be found at www.mun.ca/research/crc and www.chairs.gc.ca. Candidates shall have an earned PhD degree in Electrical Engineering, Computer Engineering or a cognate area and should demonstrate exceptional potential to build an internationally reputed research program in ASIC design. Industrial or research experience in a related area is highly desirable. The appointment will be tenure-track at the Assistant or Associate Professor with the possibility of a cross or joint appointment with the Department of Physics and/or the Department of Computer Science. In addition to the research program, the Chair will participate in the academic programs of the Faculty, including teaching undergraduate and graduate courses, and other educational, scholarly and professional activities. The successful candidate should be eligible to register as a professional engineer in Newfoundland and Labrador. The Electrical and Computer Engineering discipline has well-established co-operative undergraduate programs in both Electrical Engineering and Computer Engineering, and active graduate and research programs as well as on-going collaboration with local, national and international industry. Several researchers work in the area of digital hardware design focussed on applications such as cryptography, breadband switch architectures, and error correcting codes. Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the educational and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to almost 18,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a very safe, friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities. For further information about Memorial, please view the website at www.mun.ca. Applicants should send curriculum vitae, the names and addresses of three referees, a one-page statement of teaching and research interests, and copies of three relevant technical publications to: Dr. R. Gosine, Dean, Faculty of Engineering and Applied Science, Memorial University of Newfoundland, St. John's, Newfoundland, Canada, A1B 3X5, Fax # (709) 737-8075, Reference: CRC-03-01. The search committee will begin to review applications on February 20, 2004 and will continue to do so until the position is filled. Memorial University of Newfoundland is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities. There is no restriction with regard to nationality or residence.

■ **ENGINEERING — The University of Toronto.** The Department of Materials Science and Engineering, in association with the Lassonde Mineral Engineering Program at the University of Toronto invites applications for a position in the tenure-stream at the rank of Assistant Professor in the area of mineral processing. The candidate should show broad knowledge of physical separation processes, their design, numerical simulation and control, the concentration of a broad spectrum of minerals. The successful candidate will show excellent leadership and innovation in research. Candidates must have a doctoral degree, demonstrated excellence in research and excellent teaching skills. The successful candidate will be expected to initiate and lead an independent research program of international caliber in the field of mineral processing. Successful candidates will also be expected to teach at the undergraduate and graduate level. Collaborative and interdisciplinary research and collegial interactions will be important elements for success. Salary will be commensurate with qualifications and experience. The Department is significantly expanding its faculty complement to build an outstanding group of researchers with related research interests. The department is attracting an increasing number of outstanding students, is linked to major Centres/Networks of Excellence and is situated in the middle of one of the world's most vibrant and cosmopolitan cities. Applicants should send a curriculum vitae, a statement of research and teaching interests and arrange to have three letters of reference sent to: Professor D.D. Perovic, Chair, Department of Materials Science and Engineering, University of Toronto, Toronto, Ontario Canada M5S 3E4. Applications will be considered beginning April 15th, 2004. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ **ENGINEERING — The University of Windsor.** The Faculty of Engineering is seeking two outstanding candidates to nominate for a Canada Research Chair at the senior Tier I level focussed in Cars & Computers in Computer and Electrical Engineering and a Tier II Canada Research Chair focussed in Automotive Engineering, Materials Forming in Mechanical and Automotive Engineering. For detailed descriptions of the CRC Chairs visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. N. Biswas, Associate Dean, Research and Graduate Studies, Faculty of Engineering, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519.253.3000, Ext. 2566; Fax: 519.971.3622; Email: appteng@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

■ **ENGINEERING DESIGN — The University of Waterloo.** Applications are invited for a tenure track faculty position in the Department of Systems Design Engineering at the University of Waterloo. We are seeking candidates with a strong interest in teaching and conducting leading edge research in engineering design including, but not limited to, life cycle design, decision based design, computer assisted design, the application of classical and innovative design theories and methodologies, and engineering design pedagogy. The successful candidate will be teaching undergraduate courses in engineering design as well as other undergraduate and graduate engineering courses. Candidates should possess a PhD in engineering and a demonstrated interest and record of accomplishment in engineering design or research in design. Industrial experience and eligibility for registration in a Professional Engineering Association are highly desirable. The successful candidate will be expected to teach both undergraduate and graduate courses, supervise graduate students, and maintain and further develop a significant research program. Rank will be commensurate with experience. Additional information on the University and the Department and its activities can be found at http://www.uwaterloo.ca/. Applications should be forwarded to Mrs. V. Grieve, Administrative Assistant, Department of Systems Design Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1, or by email to vgrieve@engmail.uwaterloo.ca. Please format your CV in accordance with the instructions provided at http://sydewww.uwaterloo.ca/. The closing date for applications is March 31, 2004. All qualified candidates are encouraged to apply; however Canadian Citizens and Permanent Residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, Native peoples, and persons with disabilities. This appointment is subject to the availability of funds, with a starting date on or before September 1, 2004.

■ **ENGINEERING MATERIALS — Concordia University.** The Department of Building, Civil and Environmental Engineering invites applications for a tenure-track faculty position in the area of Civil and Building Engineering Materials at the rank of Assistant Professor. Applicants must possess a PhD or equivalent in Civil Engineering or other related disciplines and have interest in pursuing leading edge research in one or more of the following areas: conventional and high performance materials, including steel, concrete, polymer-concrete and fiber concrete for rehabilitation purposes, deterioration models, advanced composites (including nanocomposites) and synthetic polymers, performance monitoring and condition assessment, smart materials in building construction and civil engineering applications. Both experimental and analytical modeling are desirable. Industry experience is an asset. A strong commitment to the supervision of M.A.Sc. and PhD students and to excellence in teaching at both the graduate and undergraduate levels, incorporating computer applications, is expected. Knowledge of French is an asset. Membership, or eligibility for membership, in a Canadian professional engineering association is required. The appointment will be made effective June 1st, 2004. Applicants should send a curriculum vitae, a statement concerning teaching and research interests and the names of at least three referees to: Dr. Osama Moselhi, Professor and Chair, Department of Building, Civil and Environmental Engineering, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, Canada, H3G 1M8. Applications will be accepted until the position is filled. Further information about the University and the Department can be found at the http://www.concordia.ca. Concordia University is committed to employment equity and encourages applications from women, aboriginal people, visible minorities and disabled persons. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

■ **ENGLISH — The University of New Brunswick.** The Department of English invites applications for a tenure track appointment at the Assistant Professor level in Film Studies and Screen Writing, effective 1 July 2004. In addition to serving as the Director of the Department's undergraduate Certificate in Film Studies and teaching undergraduate courses in Film Studies and the History of Film, the successful candidate will also be responsible for handling graduate and undergraduate offerings in Screen Writing as part of the Department's programmes in Creative Writing. Applicants should be able to demonstrate a commitment to teaching and research and will ideally hold a PhD. Strong secondary qualifications in American fiction are welcome but not necessary. Interested individuals should arrange for three letters of reference to be sent, and should themselves forward an updated curriculum vitae and a covering letter outlining their qualifications for the position to: The Chair, Department of English, University of New Brunswick, PO Box 4400, Fredericton, N.B. E3B 5A3. Review of applications will begin on 13 February 2004. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Applicants should indicate current citizenship status. The University of New Brunswick is committed to the principle of employment equity.

■ **ENGLISH — St. Thomas University** is a small, undergraduate, liberal arts university where excellence in undergraduate teaching is the highest institutional priority. The Department of English invites applications for an entry-level tenure-track appointment to begin July 2004. The successful candidate will specialize in drama, will have experience in performance and/or production, and will contribute to a major with a new concentration in drama that includes introductory and advanced courses in dramatic literature and drama production. For more information, please see our website: http://www.stu.ca/academic/engl/. A PhD or imminent completion is required. Applicants are to submit a curriculum vitae, samples of scholarly work, evidence of teaching effectiveness (teaching portfolio preferred), and arrange to have three letters of reference sent directly to Dr. Elizabeth McKim, Chair, Department of English, St. Thomas University, Fredericton, N.B. E3B 5G3. Closing date: February 20, 2004, or when position is filled. Applicants are responsible for ensuring that their files, including letters of reference, are complete by this date. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. St. Thomas University is committed to employment equity for women, Native persons, members of visible minority groups, and persons with disabilities.

■ **ENGLISH — Concordia University.** The Faculty of Arts and Science, has up to five limited-term appointments available, up to three in Composition and one each in Canadian literature and Medieval literature. Please see our full-page display ad in this issue.

■ **ENGLISH — Saint Mary's University.** The Department of English invites applications for a tenure track appointment at the Assistant Professor level (Step I or II) in the field of Early Modern English Literature. The starting date for the position is 1 July 2004. A completed PhD (or ABD status with the dissertation near completion), demonstrated effectiveness and/or potential for teaching in the university, and a record of commitment to research are required qualifications. The Faculty of Arts in uniquely committed to a dynamic learning environment for undergraduate students with the English Department playing a leading role with its development of experientially based literary courses. Applications must include a CV, teaching dossier, writing sample, and the names and contact information for three referees. In accordance with Canadian immigration requirements, preference will be given to Canadian citizens and permanent residents. Saint Mary's University encourages applications from women, aboriginal people, visible minorities and individuals with disabilities. Deadline for applications: 15 February 2004. Please submit applications to Dr. Elissa Asp, Chair, Department of English, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3.

■ **EPIDEMIOLOGY — Queen's University, in Kingston, Ontario,** has recently established a Cancer Research Institute dedicated to promoting transdisciplinary cancer research. The Institute brings together outstanding basic, clinical, health services, and population health researchers in a single, new, purpose-built facility. The National Cancer Institute of Canada Clinical Trials Group, which represents the Division of Cancer Clinical Trials of this new Queen's Institute, is already internationally recognized for its therapeutic cancer trials. The Clinical Trials Group is currently launching its first, large, chemo-prevention study and is seeking an Epidemiologist to provide in-house leadership for a new program of research in cancer chemo-prevention. It is envisaged that this the current trial, and others that follow, will also include companion studies that address issues ranging from molecular correlates to quality of life. Candidates should have a PhD in Epidemiology, or a closely related discipline, and with experience in conducting epidemiologic research, preferably focussed on cancer. This will be an initial three year Special Appointment in the Department of Community Health and Epidemiology at Queen's University with fund-

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A number one-ranked Canadian university, **St. Francis Xavier University** is located in Antigonish, Nova Scotia, a community noted for the quality of its cultural and recreational facilities, the friendliness of its people, and the natural beauty of its coastal landscape. The university offers a comprehensive array of undergraduate programs. As part of its mission of excellence in teaching, the university sees faculty involvement in research, reflective inquiry and creative works as essential. StFX is committed to providing strong support for the encouragement of these priorities.

Director, School of Education

St. Francis Xavier University invites applications for the position of Director of the newly-established School of Education in the Faculty of Arts. The School offers a two year B.Ed. after degree program at the elementary and secondary levels, and M.Ed. programs in Educational Administration and Policy, and in Curriculum and Instruction. At both the Bachelor's and Master's levels, the School focuses on issues of social justice, professionalism, technology and experience through an innovative, inquiry-based teacher education program.

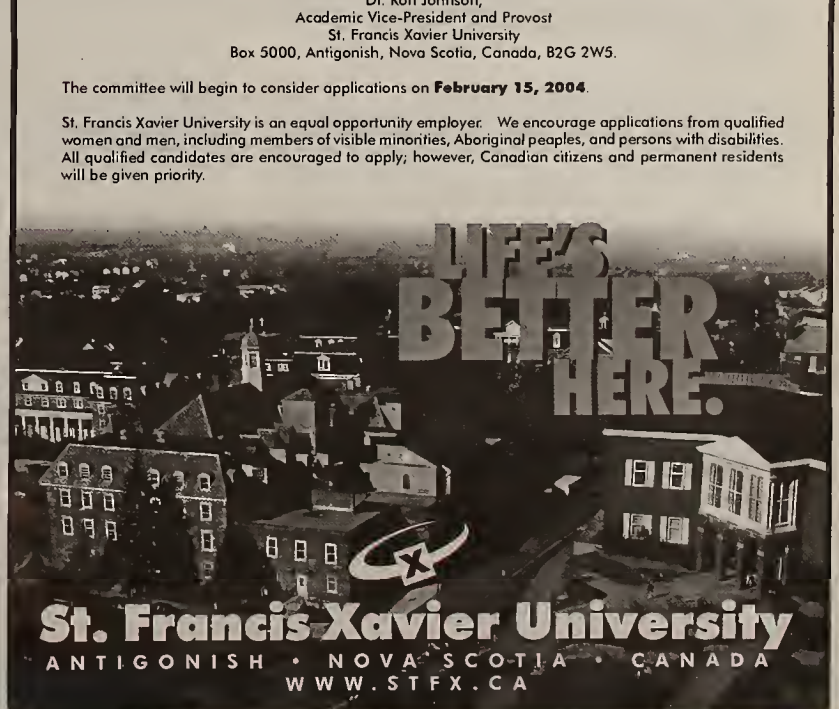
The responsibilities of the Director will be to provide leadership in maintaining and impraving the programs of the School, to work in conjunction with the Chairs of the B.Ed. and M.Ed. programs, to faster and support the work of faculty and to maintain strong connections with the university community, school boards, the Nova Scotia Teachers' Union and government agencies. The Director will also be responsible for supporting existing opportunities and exploring new ones for involvement in local, provincial, national, and international teaching and research initiatives.

The successful candidate is a teacher educator who will be expected to have an active research and publication program, to have administrative experience and to develop and maintain relationships within the student body, faculty, profession and community. Applicants must be eligible for appointment at the Associate Professor ar Professor level, and have an earned doctorate and a record of research and publication in education. The successful candidate will also have experience in teaching at the K-12 level. International and cross-cultural experience is an asset. Applicants should submit a portfolio containing: 1) a letter of application; 2) a curriculum vitae; 3) evidence of scholarly interests and achievements; 4) description of pre-service and in-service teacher education experience, beliefs, and practices; 5) names, positions and addresses of at least three referees; and 6) a sample of scholarly work. Letters of reference should be forwarded directly by the named referees to

Dr. Ron Johnson,
Academic Vice-President and Provost
St. Francis Xavier University
Box 5000, Antigonish, Nova Scotia, Canada, B2G 2W5.

The committee will begin to consider applications on **February 15, 2004**.

St. Francis Xavier University is an equal opportunity employer. We encourage applications from qualified women and men, including members of visible minorities, Aboriginal peaples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.



CAREERS CARRIÈRES

ing renewable for a further three years. This new position offers an outstanding opportunity for career development for a junior to mid-career investigator within the stimulating and supportive environment of one of Canada's leading cancer research programs. The successful candidate will devote the majority of his/her time to research in cancer prevention within the framework of the Clinical Trials Group. However, 25% of his/her time will be available for personal research, graduate teaching and supervision, and other activities within the Department. Academic rank and salary will be commensurate with qualifications and experience. Academic faculty at Queen's are governed by a collective agreement between the Queen's University Faculty Association and the University which is posted at www.queensu.ca/qufa. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Queen's University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians. Please reply with curriculum vitae and list of three potential referees, including names and addresses to: Dr. Bill Mackillop, Department Head, Community Health and Epidemiology, Queen's University,Kingston, Ontario, K7L 3N6. Review of applications will commence on February 14, 2004 and will continue until position is filled.

■ **ÉTUDES FRANÇAISES — L'université Concordia**, La Faculté des arts et des sciences de l'Université Concordia annonce la création probable de cinq postes éventuels en Études françaises. Veuillez lire l'annonce pleine page publiée dans ce numéro.

■ **EXPERIMENTAL PHYSICS — The University of Guelph.** The Department of Physics invites applications for a tenure track position at the Assistant Professor level with a proposed starting date of September 1, 2004. The Department currently has research programs in biophysics, soft and hard condensed matter, atomic and molecular physics, applied physics, gravitational physics and sub-atomic physics. Faculty in the Physics Department are active members of the Centre for Food and Soft Materials Science, the Foods and Bio-materials Network, (a Network of Centres of Excellence), TRIUMF, the SHARC-Net Computing Network, the Perimeter Institute, the Guelph Scanning Nuclear Microprobe Facility, a high field NMR facility, a variety of neutron scattering and synchrotron facilities, SNO and SNOLAB. The department offers strong programs up to the PhD level. The graduate programs are enhanced by participation in the Guelph-Waterloo Physics Institute, the Biophysics Interdepartmental Group, and the Guelph-Waterloo Centre for Graduate Work in Chemistry. For more information, see the Department's web site at http://www.physics.uoguelph.ca. The successful candidate will have a PhD in Physics in an area which complements and reinforces the department's strengths in biophysics, soft and hard condensed matter, atomic and molecular physics, applied physics, gravitational physics and sub-atomic physics and will have demonstrated exceptional strength in independent research. The candidate will have proven ability or demonstrated potential for excellence in teaching at both the undergraduate and graduate levels. To apply submit a letter of application, curriculum vitae, statement of research interests, publications list and names/addresses of three professional references to: J. H. Davis, Chair, Department of Physics, University of Guelph, Guelph, Ontario N1G 2W1. The deadline for applications is February 28, 2004. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

F

■ **FINE ARTS — The Nova Scotia College of Art and Design (NSCAD University)** invites applications for a Regular Full-Time Faculty Appointment in the Fine Arts Division at the rank of Lecturer or Assistant Professor. Subject to budgetary and final approval of the Board of Governors, this is a three-year appointment, renewable for continuing appointments. Appointment Date: July 1, 2004 Review of Applications will begin: January 15, 2004. The College is seeking an outstanding candidate who will teach undergraduate printmaking courses, primarily intaglio and relief, at the introductory, intermediate and advanced levels. The incumbent may also teach at the graduate level. It is expected that the successful applicant will have solid technical knowledge and skills in a wide range of intaglio processes, including photomechanical procedures, and relief printmaking techniques. In addition to a working understanding of other print media and techniques, familiarity with the basic aspects of book arts and digital imaging will be considered assets. The successful candidate will contribute to curriculum and program development as well as participate in other activities that contribute to the academic life of the University. The successful candidate will hold an appropriate graduate degree with an established or developing record of professional activity related to the position. Post-secondary teaching and/or relevant professional experience will be considered an asset. Salary will be dependent upon qualifications and in accordance with the Faculty Salary Grid. The Nova Scotia College of Art and Design (NSCAD University), founded in Halifax in 1887, is one of North America's outstanding institutions for the study, practice, and teaching of art, craft and design. Currently there are over 950 students enrolled in graduate and undergraduate programs. All qualified applicants are encouraged to apply; however, Canadians and permanent residents will be given priority. Applications should include current curriculum vitae, a maximum of 20 slides of professional work and the names and addresses of three references. A statement of teaching philosophy and/or an artist statement should be included. Please direct applications to: Office of the Vice-President (Academic and Research), Nova Scotia College of Art and Design, 5163 Duke Street, Halifax, Nova Scotia B3J 3J6, Fax: (902) 425-4664.

■ **FOREST GENETICS — The University of Alberta.** The Department of Renewable Resources, Faculty of Agriculture, Forestry and Home Economics, University of Alberta seeks to fill a research/teaching position as an NSERC Industrial Chair in forest genetics and tree improvement. The incumbent will develop a nationally competitive research program in forest genetics serving the needs of forest genetics and tree improvement in Alberta. The applicant should have a PhD in quantitative genetics. Experience in the use of molecular markers in breeding of forest trees is an asset. At least one degree in forestry is desirable, as are experience with breeding programs, forest field research and good knowledge in mathematical statistics. The Faculty emphasizes excellence in teaching; evidence of novel approaches and interest in alternative (non-traditional) teaching methods is desirable. Teaching responsibilities may include courses in undergraduate forest biology and advanced courses in tree improvement in the Forestry program both at the undergraduate and graduate levels. The successful candidate will participate in the Centre for Enhanced Forest Management and may link to the environmental and conservation sciences program. The successful applicant will develop strong linkages with forest industry and provincial government tree improvement and biotechnology research programs. Leadership is expected in the development of collaborative research, teaching and technology transfer activities both within the University and with partners in industry and government in land and resource management. The position is anticipated for January 1, 2005, following a successful application to the NSERC Industrial Chair Program. The current salary range for an Assistant Professor (Junior Chair) is $49,188 to $69,660; the salary for a Senior Chair is negotiable. The Selection Committee will begin selection on January 31, 2004. A letter of application, outlining research, teaching, and technology transfer interests, a curriculum vitae, a teaching dossier and names of three referees should be sent to the Chair, Department of Renewable Resources, University of Alberta, Edmonton, Alberta T6G 2H1. Additional information about the Renewable Resources Department, the Forestry program and the Environmental and Conservation Sciences program is available from the Department web page at http://www.rrualberta.ca/ All applicants are thanked in advance for their interest. Only those selected for interview will be contacted. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

■ **FORESTRY — The University of British Columbia.** The Department of Forest Resources Management in the Faculty of Forestry seeks a tenured or tenure-track appointee in aboriginal forestry. Candidates must hold a PhD in a relevant discipline, including forestry, economics, or related environmental or social sciences. Research interests should include one or more of the following: economic development of aboriginal communities; traditional aboriginal practices and their integration with current management approaches, and aboriginal governance and policy development. The candidate should have demonstrated experience in working with aboriginal communities and the development of university-level teaching programs in aboriginal forestry. As one of Canada's leading schools of forestry and the primary producer of natural resource professionals in BC, the UBC Faculty of Forestry believes it can, and should, take a leadership role in assisting British Columbia, and Canada, through a critical transition period to greater First Nations involvement in the forest sector. The Department of Forest Resources Management has strong teaching and research programs that embrace the full range of forest management. The Faculty of Forestry, within which the Department is situated, offers undergraduate education in five programs, in Forest Resources Management, Forest Sciences, Natural Resources Conservation, Wood Products Processing and Forest Operations. Through joint appointments, the Department has established ties with Agricultural Sciences, Civil Engineering, Geography and the social sciences. The University manages two research forests, one near Vancouver and one in the central interior of the province, and a third research forest in Northern BC, in collaboration with the University of Northern British Columbia. The appointment will be effective July 1, 2004, but an alternative date may be arranged. Salary and rank will be commensurate with experience and qualifications. All University of BC positions are subject to final budgetary approval. Inquires should be addressed to: Department Head, Forest Resources Management, University of British Columbia, 2424 Main Mall, Vancouver, BC, V6T 1Z4. The closing date for applications is February 15, 2004. Applications should include curriculum vitae, a short statement of research interests and philosophy, copies of recent publications and the names and addresses of three referees. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply, however, priority will be given to Canadian citizens and permanent residents of Canada.

G

■ **GÉNIE — Le Collège militaire royal du Canada.** Le département de génie mécanique du Collège militaire royal du Canada recherche des candidats pour combler un poste de professeur adjoint, en contrôle & dynamique ou domaine connexe, conduisant à la permanence. Le département vise à consolider son programme de 2ième et 3ième cycle ainsi qu'à favoriser une synergie avec des initiatives de recherche existantes dans le département et en collaboration avec d'autres départements et organisations. Notre programme d'études supérieures est accrédité par le Conseil des études supérieures de l'Ontario (CESD), est ouvert aux étudiants militaires et civils, en maîtrise et doctorat. Des fonds de recherche peuvent être obtenus de la part d'agences internes au MDN (ministère de la défense nationale), d'autres organisations gouvernementales, d'agences nationales comme le CRSNG et du milieu industriel. Les qualifications requises sont un PhD en génie mécanique, ou discipline connexe, un dossier de publications acceptable dans le domaine de spécialisation ainsi qu'une expérience d'enseignement intéressante. Les candidats doivent aussi être éligibles pour s'enregistrer en temps qu'ingénieur professionnel. Des candidats ayant un dossier exceptionnel mais qui se spécialisent dans un domaine autre que contrôle & dynamique pourraient aussi être considérés. Il est aussi possible qu'une liste d'éligibilité soit établie étant donné que l'on envisage l'ouverture de postes similaires en conception et en dynamique des fluides. Le candidat retenu devra être prêt à enseigner dans son domaine de spécialisation ainsi que dans d'autres domaines du génie mécanique. De plus, le candidat sera requis d'entreprendre un programme de recherche et de participer pleinement aux activités des études supérieures. Le candidat devrait aussi être en mesure de communiquer dans les deux langues officielles. Même si on accordera la préférence aux candidats qui pourront enseigner dans les deux langues officielles, d'autres profils linguistiques pourraient être aussi considérés. De l'expérience avec le MDN et/ou les forces armées canadiennes pourrait être un atout. Pour de plus amples information à propos de cette offre d'emploi, les candidats sont invités à prendre contact avec M Dominique Poirel du département de génie mécanique au (613) 541-6000, poste 6452, ou par courriel à poirel-d@rmc.ca. De l'information au sujet du département se trouve eu www.rmc.ca/academic/mech/index_f.html sur le site web du CMR. L'échelle salariale pour un professeur adjoint s'étend de $43,126 à $74,000 selon la convention collective qui prend fin le 30 juin 2004. Le salaire accordé dépendra de l'expérience et des qualifications du candidat. La personne nommée aura une période de stage de trois ans. Un curriculum vitae, accompagné d'una attestation d'étude, d'un sommaire des intérêts de recherche, quelques exemples de publications et trois lettres de recommandations, doit être envoyé à : Mme Lucille Mallet, Ressources humaines civiles (Kingston), Base des forces canadiennes Kingston, C.P. 17000, Succursale Forces, Kingston, ON K7K 7B4, Tél: (613) 541-5010, poste 5037, Fax: (613) 541-4496, Courrier électronique: mallet.lm@forces.gc.ca. La date prévue d'entrée en fonctions est le 1er juillet 2004. La date limite d'acceptation des candidatures est fixée au 15 février 2004. Selon la Loi sur l'emploi dans la fonction publique, la préférence sera accordée aux citoyens et citoyennes du Canada. Les personnes qui ont obtenu un diplôme d'études à l'étranger doivent prouver qu'il est équivalent eux diplômes canadiens. Pour de plus amples renseignements à ce sujet, veuillez consulter le Centre d'information canadien sur les diplômes internationaux à l'adresse suivante: http://www.cmec.ca/cicic/. Le Collège militaire royal du Canada est une institution mixte, bilingue, ce poste est offert également aux femmes et aux hommes.

QUEEN'S SCHOOL OF BUSINESS

QUEEN'S UNIVERSITY
Kingston, Ontario, Canada

Tenure Track Positions
Assistant, Associate or Full Professor levels

QUEEN'S SCHOOL OF BUSINESS is inviting applications for tenure track positions in Accounting, Finance, Quantitative Methods/Management Science, Operations Management, Managerial Economics/MOT, Marketing, Human Resources/Industrial Relations and Strategy and Business Policy/Innovation/New Ventures (Assistant, Associate or Full Professor levels).

QUALIFICATIONS:
Candidates must have a PhD or be near completion. Applicants must exhibit high potential for innovative scholarly research and for outstanding teaching contributions in support of the School's various programs.

COMPENSATION:
Salary will be commensurate with qualifications and experience. Appointees have access to substantial internal funds both for research and course development through Queen's School of Business Research Program and the Dean's Development Fund.

INSTITUTION:
Queen's School of Business has an outstanding reputation in its academic programs. Our M.Sc. and PhD programs in Management attract highly qualified research-oriented students. Our flagship undergraduate Commerce program has the highest entrance standards in Canada. Queen's MBA for Science & Technology is ranked globally as number 2 among non-US business schools, by *Business Week* and in each of the last six years has been ranked either number one or number two in Canada by *Canadian Business Magazine*. Queen's innovative Executive MBA was the first in Canada to use videoconferencing. Queen's has received unconditional accreditation for all programs by the International Association for Management Education (AACSB).

Queen's has consistently ranked among the nation's top universities and in addition to its outstanding teaching programs, houses a wide array of research centers and policy institutions, which have made major contributions to both public and private sectors. The learning environment at Queen's is supported by outstanding library and computing facilities.

THE CITY:
Kingston, Ontario is a unique Canadian city featuring a distinctive blend of history, recreation, industry and learning. Greater Kingston was recently voted one of the best communities in which to live in Canada, by the Report on Business, Chatelaine and the Imperial Oil Review.

This is an international search, open to candidates of all nationalities. However, in accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents. Queen's University is committed to employment equity and welcomes applications from all qualified women and men; including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians. The appointments are subject to final budgetary approval.

The effective date of the appointment will be July 1st, 2004, but is flexible. Applicants should submit a cover letter, current CV, three letters of recommendation and a sample publication, thesis proposal or completed thesis, electronically to: deansoffice@business.queensu.ca.

Brent Gallupe, Associate Dean
Queen's School of Business, Queen's University
Goodes Hall – Rm. 346
Kingston, Ontario K7L 3N6

www.business.queensu.ca

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Malaspina University-College, located on beautiful Vancouver Island, is a dynamic and diverse educational organization, dedicated to excellence in teaching, service and research. We foster student success, strong community connections and international collaboration by providing access to a wide range of university degrees and college diploma and certificate programs designed for regional, national and international students.

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Sociology
Comp. 03-4125 closes 1 pm, Mar. 26/04

For full details, please click on Employment Opportunities on the Malaspina University-College website www.mala.ca, or call the 24-hr. job-line, (250) 740-6285.

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Nanaimo Campus
900 Fifth Street
Nanaimo, BC V9R 5S5
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WWW.MALA.CA

Simon Fraser University
Shrum Chair in Science

Applications and nominations are invited for the Shrum Chair in the Faculty of Science at Simon Fraser University. This endowed chair is named after the late G. M. Shrum, founding Chancellor of the University.

Candidates should be outstanding scholars whose research interests match those represented in our Departments in Biological Sciences, Chemistry, Molecular Biology and Biochemistry, Physics, Statistics and Actuarial Science, Mathematics, and Earth Sciences. The Chair is a five-year appointment; the appointee will hold a tenured position as Professor in the appropriate Department. The salary will be commensurate with a distinguished Chair appointment and the appointment will be effective September 1, 2004.

Applications or nominations, together with a curriculum vitae, and where appropriate, the names of six referees, should be sent by **February 29, 2004** to: **M. Plischke, Acting Dean, Faculty of Science, Simon Fraser University, 8888 University Drive, Burnaby, BC V5A 1S6.**

Priority will be given to Canadian Citizens and Permanent Residents of Canada. Simon Fraser University is committed to employment equity and encourages applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

CAREERS CARRIÈRES

■ **GÉOGRAPHIE — Université Laval.** Spécialisation: environnements nordiques et processus des milieux naturels. Qualifications et compétences souhaitées: Détenir une formation en géographie et un doctorat en géographie ou dans une discipline connexe. Capacité d'enseigner aux trois cycles universitaires. Volonté d'effectuer de la recherche seul et en équipe. Entrée en fonction : Durant le semestre d'hiver 2004. Faire parvenir une lettre de candidature, un curriculum vitae et trois lettres de recommandation, avant le 1er février 2004, à : Michel Allard, directeur, Département de géographie, Faculté de foresterie et de géomatique, Pavillon Charles-De Koninck, Université Laval, Québec, (Québec) G1K 7P4. Visitez notre site à l'adresse : www.ggr.ulaval.ca. En vertu de son Programme d'accès à l'égalité, l'Université Laval entend combler le motifle de ses postes vacants à l'engagement de femmes. En accord avec les exigences du Ministère de l'immigration du Canada, cette offre est destinée en priorité aux citoyennes et citoyens canadiens et aux résidentes et résidents permanents du Canada.

■ **GEOGRAPHY — Université Laval (Québec City).** The Department of Geography announces a professor position in geomorphology, with specialization in Northern Environments. The applicant's interests may be in any field of geomorphology (periglacial, permafrost, Quaternary geology, coastal, fluvial, slope processes, sedimentological environments, etc.). Qualifications required: PhD with training in geography at either the B.A., B.Sc., M.A., M.Sc. or doctorate level. Availability for teaching at the undergraduate and the graduate levels. Willingness to do team research and to get involved in funded research with "Centre d'études Nordiques" (www.cen.ulaval.ca). Although most of our staff is bilingual, the working and living environment is French. The successful applicant will have to teach in French. Language training, however, will be offered to the selected applicant if necessary. Send applications (letter of candidature, curriculum vitae and 3 letters of recommendation) before 1 February 2004 to: Département de geographie, c/o Dr. Michel Allard, chairman, Pavillon Charles-De Koninck, Université Laval, Ste-Foy (Québec) G1K 7P4. For more information see : www.ggr.ulaval.ca.

■ **GEOGRAPHY — Concordia University.** The Faculty of Arts and Science, has up to two limited-term appointments available, one in Urban Planning and one in Human Geography. Please see our full-page display ad in this issue.

■ **GEOGRAPHY & ENVIRONMENTAL STUDIES — Wilfrid Laurier University.** The Department of Geography and Environmental Studies has an opening for a full-time tenure track position at the assistant professor level to begin July 1, 2004 (subject to budgetary approval). The position is in the area of Physical Geography and Resource Management. Candidates will have a demonstrated understanding of physical processes, and their implications for resource management. The appointee will be expected to contribute to undergraduate and graduate teaching and research in a combination of fields in: physical geography, resource and environmental management (e.g. water resources, global resource conflicts, environmental geology, risks and disasters, environmental impact assessment). The successful candidate must have a PhD at the time of appointment and demonstrate clear promise of excellence in research as well as effectiveness in teaching at the undergraduate and graduate levels. It is expected that the successful applicant will seek external funding to support their research program. Applicants can learn more about the Department and faculty interests at http://www.wlu.ca/~wwgeog/index.html. To apply, send a curriculum vitae, a short statement of research and teaching interests, up to three selected reprints, and the names and e-mail addresses of three referees to: Dr. M-L. Byrne, Chair, Department of Geography and Environmental Studies, Wilfrid Laurier University, Waterloo, Ontario, Canada N2L 3C5. Closing date for applications and supporting materials is February 15, 2004. All qualified candidates are encouraged to apply; however, Canadian Citizens and permanent residents of Canada will be considered first for the position. Wilfrid Laurier University is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and Aboriginal people.

■ **GEOGRAPHY & ENVIRONMENTAL STUDIES — Wilfrid Laurier University.** The Department of Geography and Environmental Studies has an opening for a joint full-time tenure track position at the assistant professor level to begin July 1, 2004 (subject to budgetary approval). The position is in the area of Physical Geography and Environmental Studies. Candidates must have a PhD at the time of appointment and demonstrate effectiveness in teaching at the undergraduate level. Applicants can learn more about the Department and faculty interests at: http://www.wlu.ca/~wwgeog/index.html. To apply, send a curriculum vitae, a short statement of research and teaching interests, up to three selected reprints, and the names and e-mail addresses of three referees to: Dr. M-L. Byrne, Chair, Department of Geography and Environmental Studies Wilfrid Laurier University, Waterloo, Ontario, Canada N2L 3C5. Closing date for applications and supporting materials is February 15, 2004. All qualified candidates are encouraged to apply; however, Canadian Citizens and permanent residents of Canada will be considered first for the position. Wilfrid Laurier University is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and Aboriginal people.

■ **GEOGRAPHY & ENVIRONMENTAL STUDIES — Wilfrid Laurier University.** The Urban Studies Program of the Department of Geography and Environmental Studies and the Canadian Studies Program have an opening for a joint full-time tenure track position at the assistant professor level to begin July 1, 2004 (subject to budgetary approval). The position is in the area of Urban Social Geography and Canadian Studies. The appointee will be expected to contribute to undergraduate and graduate teaching and supervision in a combination of fields in social geography, urban studies and Canadian studies. Applicants are sought whose research interests are interdisciplinary and include issues of social justice/marginality and immigration with a focus on Canadian cities. The successful applicant will have the opportunity to contribute to the development of core undergraduate courses in each of Urban Studies and Canadian Studies, and to the development of a graduate program in Urban Studies. The candidate should be comfortable teaching a range of existing Canadian Studies courses, including introductory and upper year courses. Candidates must have a PhD at the time of appointment and demonstrate clear promise of excellence in research as well as effectiveness in teaching at the undergraduate and graduate levels. It is expected that the successful applicant will seek external funding to support their research program. Applicants can learn more about the appointing programs by consulting the University website (Department of Geography and Environmental Studies at http://www.wlu.ca/~wwgeog/index.html and Canadian Studies at Laurier http://www.wlu.ca/~wwwcdns. To apply, send a curriculum vitae, a short statement of research and sample publications, teaching dossier, and the names and e-mail addresses of three referees to: Dr. M-L. Byrne, Chair, Department of Geography and Environmental Studies, Wilfrid Laurier University, Waterloo, Ontario, Canada N2L 3C5. Closing date for applications and supporting materials is February 15, 2004. All qualified candidates are encouraged to apply; however, Canadians and permanent residents of Canada will be considered first for the position. Wilfrid Laurier University is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and Aboriginal people.

■ **GEOGRAPHY — Concordia University.** The Faculty of Arts and Science, has one limited-term appointment available in German. Please see our full-page display ad in this issue.

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■ **HEALTH PROMOTION — Brock University** The Department of Community Health Sciences is a dynamic interdisciplinary community of scholars committed to excellence in both research and teaching. We offer degrees in Community Health, Child Health, Health Science, and Biomedical Science. The appointment is to a tenure-track position at the Assistant Professor level and will be responsible for delivering undergraduate courses and supporting the graduate program. All applicants are expected to have completed a PhD in an appropriate discipline, be capable and motivated educators, and have demonstrated success in research through both grants and publications. Scholars with well established research programs may be considered at a more senior level and are encouraged to apply. The successful applicant will be expected to deliver undergraduate courses in health promotion and cultural diversity at both the introductory and advanced level. An ability to deliver courses, in one of the areas of gender and health and/or aging and health is a second expectation. A letter of application, a curriculum vitae, and the names of three referees should be submitted to Dr. John Hay, Chair, Department of Community Health Sciences, Faculty of Applied Health Sciences, Brock University, St. Catharines, Ontario, L2S 3A1. Closing date for applications is February 27, 2004 or until a suitable candidate is found. This position is subject to final budgetary approval. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty; qualified women and men candidates are equally encouraged to apply. More information on Brock University can be found on the University's website www.BrockU.ca.

■ **HEALTH SCIENCES — Queen's University.** Applications are invited for a tenure stream faculty position, preferably at the Assistant Professor level, in the Physical Therapy Program in the School of Rehabilitation Therapy, Faculty of Health Sciences. This position is available July1st, 2004. The School of Rehabilitation Therapy offers entry-level programs in Physical and Occupational Therapy. These professional programs will move to a Master's level in September 2004. Interdisciplinary research oriented MSc and PhD programs are offered in Rehabilitation Science. Research activities within the School cover several areas with particular concentration in two fields: human motor performance and disability in the community. Further information about the School and its programs can be found at www.rehab.queensu.ca. The successful candidate will have a degree in Physical Therapy, a doctoral degree in health sciences, social sciences or related discipline, a strong research background and the potential to establish an independent research program. Responsibilities of the position include teaching in both the professional program and the graduate program (Rehabilitation Science) and contributing to the research agenda of the School. Preference will be given to applicants able to contribute to the curricula in clinical neuroscience, and/or paediatrics. Salary and academic rank will be commensurate with qualifications and experience. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Queen's University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians. Academic staff at Queen's University are governed by a collective agreement between the Queen's University Faculty Association and the University, which is posted at http://www.queensu.ca/qufa (see Article 25.7.6.1 (a) of the CA). Review of applications will commence on February 27, 2004 and continue until the position is filled. Please submit your application including a curriculum vitae and the name of 3 referees to: Sandra J. Olney, PhD, Associate Dean (Health Sciences), Chair, Appointments Committee (Physical Therapy), School of Rehabilitation Therapy, Faculty of Health Sciences, Queen's University, Kingston, Ontario, K7L 3N6, Telephone: 613-533-6102 Fax: 613-533-6776.

■ **HISTOIRE — L'Université d'Ottawa.** Le département d'histoire annonce l'ouverture d'un poste menant à la permanence au rang d'adjoint en histoire de l'Europe de la Renaissance (XVe - XVIe siècles). Entrée en fonction: le 1er juillet 2004. Exigences : le doctorat et un bon dossier de publications et d'expérience en enseignement. Dès son embauche, le candidat devra enseigner en français et en anglais. Salaire: selon la convention collective. Prière de faire parvenir son curriculum vitae et trois lettres de recommandation au Secrétaire du Comité de sélection (Europe), Département d'histoire, Université d'Ottawa, Ottawa, Ontario, K1N 6N5, Canada. Date limite pour soumettre sa candidature: le 1er mars 2004. Toutes les personnes qualifiées sont encouragées à poser leur candidature. Toutefois, cette offre s'adresse de préférence aux citoyens canadiens et aux résidents permanents. L'Université a une politique d'équité en matière d'emploi.

■ **HISTORY — McMaster University.** The School of the Arts and the Department of History invite applications for a tenure-track joint appointment at the rank of Assistant Professor in seventeenth and eighteenth century European cultural history. The university is particularly interested in candidates who specialize in seventeenth and eighteenth century art and/or architecture. McMaster University is a research intensive university. The successful candidate will have a PhD, demonstrated strengths in teaching and research, with a clearly defined programme of research which will result in publication. As a joint appointment to the two departments, duties will include teaching a full range of undergraduate courses, including general introductory surveys, in Art History, as well as upper level courses in 17th and 18th century European cultural history of interest to students in Art History and History. The successful candidate would have the opportunity to participate in graduate teaching and supervision in the Department of History, which supervises PhD students working on the history of gender, war and society, Britain (1485-1956), Canada, and 20th century Europe. The starting date for the appointment is 1 July 2004, when the minimum salary floor for an Assistant Professor will be $49,861. Applications, including curriculum vitae, samples of publications, and letters from three academic referees should be addressed to Professor Virginia H. Aksan, Chair, Department of History, McMaster University, 1280 Main Street West, Hamilton, Ontario, Canada, L8S 4L9. Applications received by 31, January 2004 (deadline date extended) will be assured of consideration. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal peoples, members of sexual minorities, and persons with disabilities.

■ **HISTORY — The University of Lethbridge.** The Department of History invites applications for a tenure-track position in the history of science, the history of medicine, intellectual history, or the history of the family to begin 1 July, 2004, subject to budgetary approval. All members of the department teach History 1000: Western Civilization. Applicants should have a PhD at or near completion and teaching experience at the university level. The University aspires to hire persons who have demonstrated considerable potential for excellence in teaching, research and scholarship. The University is an equal opportunity employer and offers a non-smoking environment. New Faculty are eligible to apply for funding in support of research and scholarly activities. Located in southern Alberta, near the Rocky Mountains, Lethbridge offers a sunny, dry climate that is surprisingly mild for the prairies, excellent cultural and recreational amenities and attractive economic conditions. Founded in 1967, the University has an enrolment of over 7,000 students. Our focus on the liberal arts, selected professional programs, smaller classes, coop placements and involvement of students in faculty research provides the very best education available. For more information about the University, please visit our web site at www.uleth.ca. The position is open to all qualified applicants, although preference will be given to Canadian citizens and permanent residents of Canada. Applications should include a curriculum vitae, transcripts, outlines of courses previously taught, teaching evaluations and publications reprints or preprints, a statement of teaching philosophy and research interests, and names of at least three referees who are scholars in the field. Send this material and arrange for the letters of reference to be mailed directly to: Professor Chris Hosgood, Chair, Search Committee, Department of History, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4, Telephone: (403) 329-2541, Fax: (403) 329-5108, or e-mail: hosgood@uleth.ca. The closing date for applications is February 20, 2004.

Athabasca University
Canada's Open University

Specializing in distance and online education, Athabasca University delivers university education to approximately 26,000 students per year. Athabasca University is dedicated to the removal of barriers that restrict access to, and success in, university studies and to increasing equality of educational opportunity for adult learners worldwide. Athabasca University invites applications for the position of:

Assistant/Associate Professor, Finance, Centre for Commerce and Administrative Studies (School of Business)

The incumbent will be part of a highly motivated team advancing technological boundaries in undergraduate business education and delivering business courses and degree programs throughout North America and, increasingly, globally via the World Wide Web.

The successful candidate will be nearing completion or hold e Ph.D. or DBA in finance or financial economics. Applicants should have e strong grounding in the broad principles of their disciplinary area. Preference will be given to candidates with research and teaching interests in international finance, financial institutions, or e-commerce. Experience in adult, distance, or online education is en esset. All candidates will be expected to provide evidence of their teaching experience, and a record of their research and scholarly activities.

This is a tenure-track position. Salary is commensurate with qualifications and expariance, supplamented by a generous benefits packaga.

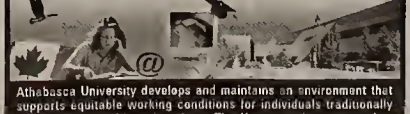
Please refer to the full job profile on our Web site at:

www.athabascau.ca/jobprofiles

Further information about this position may be obtained from Dr. David Annend: Phone **(780) 675-6193** or via email, **davida@athabascau.ca.**

All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority.

Applicants should forward a letter of application, e resume end the names end addresses of three referees by **February 28, 2004, quoting Competition # CS-FNCE-1205, to: Coordinator, Employment Services, Human Resources, Athabasca University, 1 University Drive, Athabasca, Alberta T9S 3A3; by email: resume@athabascau.ca; or fax: (780) 675-6135**



Athabasca University develops and maintains an environment that supports equitable working conditions for individuals traditionally underrepresented in universities. The University is committed to employment equity, and encourages applications from women, indigenous peoples, persons with disabilities, and members of visible minorities.

Visit our website at www.athabascau.ca.

Dean of Education

Overlooking the Bedford Basin in Halifax, Nova Scotia, Mount Saint Vincent University (MSVU) has a history of teacher education dating back to 1873. It offers the largest Education program in Nova Scotia, with over 250 full-time BEd students and over 600 Master's students. Graduate programs are currently offered in Adult Education, Curriculum Studies, Educational Foundations, Elementary Education, Educational Psychology, Literacy Education and School Psychology. More information can be found at www.msvu.ca.

The Department offers many of its programs regionally and internationally in collaboration with other institutions. Faculty research interests are diverse, spanning all program areas offered. The University has recently received a major influx of funding from the Canada Foundation for Innovation and the Atlantic Innovation Fund for a centre in e-learning.

In July 2004 MSVU's Department of Education will become a Faculty of Education. We seek a Dean to provide visionary leadership for the transition to a new administrative structure, and to lead an energetic and innovative faculty into the next phase, including the introduction of a PhD program.

The Dean reports to the Vice-President (Academic) and works closely with the Deans of Arts and Science and Professional Studies, and the Directors of Research and International Programs. The Dean of Education also works with the provincial Department of Education, school boards and other universities offering Education programs, and oversees the management of certification and accreditation.

The successful candidate will be an outstanding strategic leader with strong academic qualifications in education and research. The Dean will provide collegial leadership for an expanding faculty and staff, and have proven skills in working collaboratively with external and international partners. The appointment will take effect on July 1, 2004 for an initial five-year term, renewable following review.

The search committee will begin considering applications on **February 27, 2004**, and will continue until the position is filled. Applications, including cover letter, current curriculum vitae, names and contact information for three references (who will not be contacted without the consent of the applicant) and a statement of vision for the role of Dean of Education, should be submitted to: Dr. Donna Woolcott, Vice-President (Academic), Mount Saint Vincent University, 166 Bedford Highway, Halifax, NS B3M 2J6, email: donna.woolcott@msvu.ca, fax: (902) 443-3813.

Mount Saint Vincent University is committed to the principles of employment equity and encourages applications from all qualified candidates including women, aboriginal persons, visible minorities and persons with disabilities. Priority will be given to Canadians and permanent residents.

Discover the difference. GO

MOUNT SAINT VINCENT UNIVERSITY

Excellence • Innovation • Discovery www.msvu.ca

CAREERS CARRIÈRES

English Communications Specialist

Faculty of Engineering and Computer Science
Department of General Studies

Concordia University's Faculty of Engineering and Computer Science has openings for English Communications Specialists. The area covers oral and written communications, linguistic and technical presentation skills, and English as a second language. Candidates should have a doctorate degree in a related discipline, and should be specialized in one or more of these fields.

In addition to teaching communications courses to engineering students, candidates are expected to engage in a research program in their area of expertise. The openings are for tenure-track or limited-term appointments. The rank will depend on the experience and qualifications of the candidates.

The Faculty of Engineering and Computer Science is one of the largest in Canada with 175 faculty positions and over 6,600 undergraduate and graduate students. It offers eight undergraduate programs: building, civil, computer, electrical, industrial, mechanical, and software engineering, including computer science. The graduate programs offer master's and PhD degrees in these different disciplines to over 2,600 students. The Faculty is located on the downtown campus of Concordia University in Montreal, Quebec.

Interested applicants should send their detailed CV, including a list of publications and the names of at least three references to:

Dean
Faculty of Engineering and Computer Science
Concordia University
1455 de Maisonneuve Blvd. West
LB-1001
Montreal, Quebec
H3G 1M8

For more information on the Faculty, visit: http://www.encs.concordia.ca

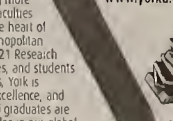
All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Concordia University is committed to employment equity.

Concordia UNIVERSITY

Real education for the real world

www.concordia.ca

Academic Director of the Centre for Support of Teaching



www.yorku.ca

York University is Canada's third largest university serving more than 47,000 students in ten faculties. The University is located in the heart of Toronto, one of the most cosmopolitan cities in North America. With 21 Research Centres, five extensive libraries, and students from more than 100 countries, York is committed to diversity and excellence, and ensures that our students and graduates are prepared to play important roles in our global community. Our faculty are innovative and devoted to their core scholarly activities of teaching and research.

Applications are invited from all qualified candidates for the position of **Academic Director of the Centre for Support of Teaching (CST).** The successful candidate will hold a full-time tenure-track position at the **Associate Professor** level, and initially serve as Academic Director of the CST for a three-year term with the possibility of renewal. The anticipated starting date for this position is July 1, 2004. Applicants may specialize in any discipline/field, and must hold a PhD and have an outstanding record of teaching and scholarly activities.

The successful candidate for Academic Director of the CST will have a demonstrated commitment to teaching and learning, including: knowledge and appreciation of the principles of pedagogy, experience and a strong interest in the development, use and assessment of all aspects of support for teaching and learning, and an understanding of the pedagogically sound application of technology to teaching and learning. Candidates must possess outstanding leadership and administrative abilities, together with excellent communication and interpersonal skills. They should have experience in consulting with faculty, and in encouraging and facilitating dialogue among faculty in relation to the development of effective teaching and learning skills. The successful candidate will also have a desire to work with faculty, Department Chairs, Faculties, the Senate and senior academic administrators, to determine interest, needs and priorities.

The CST serves as a centre for dialogue about university teaching and learning at York. The mission of the CST is to provide advocacy for excellence and innovation in teaching, and to assist individuals, units and faculties in improving student learning. This mandate is achieved through its innovative and comprehensive programming, its progressive, collaborative approach, its extensive resources, and its promotion of academic planning priorities in the area of teaching and learning. Further, the CST plays a leadership role in the co-ordination of services to support reflective and creative uses of technology that respond to diverse pedagogical needs.

The Academic Director will work with the CST support staff and faculty associates to ensure that high academic standards are maintained in the services and programs offered by the Centre. The Academic Director will be expected to work closely and effectively with the many units at York University that provide support to faculty, teaching assistants and students in teaching, learning and technology. Additional information about the Centre may be found at the CST Web site at **www.yorku.ca/cst/**

Applications, including a signed statement of the applicant's interest in this position, current curriculum vitae, and three letters of reference, should be forwarded, by **February 16, 2004,** to: Associate Vice-President, Academic, York University, Room 5932A Ross Building, 4700 Keele Street, Toronto, Ontario, M3J 1P3.

All positions at York University are subject to budgetary approval. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's Web site at **www.yorku.ca/acadjobs** or a copy can be obtained by calling the Affirmative Action Office at **416.736.5713.** All qualified candidates are encouraged to apply, however, Canadian citizens and permanent residents will be given priority.

YORK UNIVERSITY

redefine THE POSSIBLE.

■ **HISTORY — The University of Ottawa.** The Department of History invites applications for a tenure-track position in Europe of the Renaissance and Reformation (15th–16th C) at the Assistant Professor level. Starting date: 1 July 2004. Requirements: a PhD and demonstrated strength in teaching and publication. The candidate will be required immediately to teach in French and in English. Salary: according to the Collective Agreement. Applicants should submit a curriculum vitae and three letters of reference to the Secretary, Selection Committee (Europe), Department of History, University of Ottawa, Ottawa, Ontario, Canada, K1N 6N5. Deadline for applications: 1 March 2004. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Employment equity is a University policy.

■ **HISTORY — The University of Guelph** invites applications for a tenure track position in Women's History, with a non-Western focus, at the rank of Assistant Professor effective 1 July, 2004. PhD in History completed or near, and evidence of potential for excellent teaching and research are essential. The successful candidate will have a 40% cross-appointment to the Women's Studies Program and teach two of its core courses. Ability to teach history of the family an asset. The appointee will be expected to contribute to undergraduate teaching at all levels in History and Women's Studies, and to participate in History's graduate (M.A. and PhD) activities through the Tri-University Graduate Program in History. The University of Guelph is a mid-sized, highly ranked comprehensive university located one hour's drive west of Toronto. Applicants should send current curriculum vitae, email address, statement of research and teaching interests, and samples of publications, and should arrange to have three letters of reference sent to: Chair of Selection Committee, Department of History, University of Guelph, Guelph, Ontario, N1G 2W1 by January 30, 2004. See: http://www.uoguelph.ca/history; http://www.uoguelph.ca/womenstudies. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

■ **HISTORY — The University of Guelph** invites applications for a one-year (once renewable) contractually limited position in the history of Canada, effective 1 May 2004. Preference will be given to those with a completed PhD and an established record in teaching and research. The appointee will be expected to be involved in departmental activities and to teach six semester courses beginning in the Summer semester of 2004 with courses in contemporary Canadian issues, women and cultural change, and Canadian political history. The University of Guelph is a mid-sized, highly ranked comprehensive university located one hour's drive west of Toronto. Applicants should send current curriculum vitae, email address, and statement of research and teaching interests, and should arrange to have two letters of reference sent to Dr. Terry Crowley, Chair of the Canadian C.L.A. Selection Committee, Department of History, University of Guelph, Guelph, Ontario, N1G 2W1 to be received no later than the deadline of 27 February 2004. Those applying for the Department's tenure-track position in Canadian history may write to request that their file for that application be considered for this contractually limited appointment. (See: www.uoguelph.ca/history). All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

■ **HISTORY — Concordia University.** The Faculty of Arts and Science, has one limited-term appointment available in American History. Please see our full-page display ad in this issue.

■ **HISTORY & PHILOSOPHY OF SCIENCE — Concordia University.** The Faculty of Arts and Science, has one limited-term appointment for a candidate specializing in the History and Philosophy of Science. Please see our full-page display ad in this issue.

■ **HUMANITIES — The University of Windsor.** Applications are invited for Visiting Humanities Fellowships, tenable at the University of Windsor in the 2004–2005 academic year. Scholars with research projects in traditional humanities disciplines or in theoretical, historical or philosophical aspects of the sciences, social sciences, arts and professional studies are invited to apply. Individuals engaged in interdisciplinary research are particularly encouraged to apply. The Fellowship will apply to sabbaticants and those holding research grants, including Post-doctoral awards. Applicants must hold a doctorate or the equivalent in experience, research and publications. International applications are encouraged. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact Rosemary Halford, Research Associate Humanities Research Group, University of Windsor, Windsor, Ontario N9B 3P4; Phone: 519-253-3000, Ext. 3508, Fax: 519-971-3620, Email: hrgmail@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Diakiw, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

■ **HUMANITIES & LANGUAGES — The University of New Brunswick in Saint John.** The Department of Humanities and Languages invites applications for a nine-month sabbatical leave replacement position in the areas of French and Linguistics. This appointment will be made at the Assistant Professor level and will commence on August 1, 2004. This position is subject to budgetary approval. Candidates must have a PhD in Linguistics, teaching experience, and native or near-native competence in French and English. The position involves teaching at the undergraduate level in English (Linguistics courses) and French (both Linguistics and Language courses). Please send applications, including a curriculum vitae and three letters of reference to: The University of New Brunswick in Saint John, Attention: Dr. Robert Moore, Chair, Department of Humanities & Languages, P.O. Box 5050, Saint John, NB, E2L 4L5. The deadline for receipt of applications is February 28, 2004. Questions concerning this position can be directed to Dr. Robert Moore, Chair at rjmoore@unbsj.ca. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Applicants should indicate current citizenship status. The University of New Brunswick is committed to the principle of employment equity.

I

■ **INTERNATIONAL AFFAIRS — Carleton University.** Subject to budgetary approval, The Norman Paterson School of International Affairs (NPSIA) invites application for a tenure track appointment at the rank of Assistant Professor. The position is in International law. NPSIA is particularly interested in candidates whose work has policy relevance, for example in the areas of humanitarian law, human rights, laws of war, international crime, law and development, transitional justice, or international economic law. The successful candidate will be expected to teach in NPSIA's interdisciplinary MA program and in the International Studies specialization of the Honours program of the Arthur Kroeger College of Public Affairs. NPSIA is Canada's oldest interdisciplinary program in International affairs and has a national as well as an international reputation. Candidates must have a completed PhD at the time of appointment. Complete dossiers, including a curriculum vitae, writing sample, evidence of teaching experience if relevant, and three letters of reference should be sent no later than February 15, 2004 to The Director, The Norman Paterson School of International Affairs, Carleton University, 1125 Colonel By Drive, Ottawa, Canada K1S 5B6. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities and persons with disabilities. Persons from these groups are encouraged to apply. The applications of Canadian and Permanent Residents will be given priority. All qualified candidates are encouraged to apply.

■ **INTERNATIONAL BUSINESS — McMaster University.** (Assistant Professor). The Michael G. DeGroote School of Business invites applications for a tenure-track position in International Business in the Marketing, Business Policy and International Business Area, at the Assistant Professor level, starting July 1, 2004. In addition to International Business, the successful candidate will have expertise in International Marketing. Candidates with a background in Strategy/Policy will also be considered, if their research has a truly International Business orientation. The candidate should hold or be close to completing a PhD and have demonstrated high quality teaching and research expertise. Duties include research and teaching undergraduate and graduate students. Salary will be commensurate with academic qualifications, teaching and practical experience. Applications should include a curriculum vitae and the names and contact information of three referees. Send applications and all supporting documentation to: Dr. V. V. Baba, Dean, Michael G. DeGroote School of Business, McMaster University, 1280 Main St. W., Hamilton, ON L8S 4M4, E-mail: baba@mcmaster.ca, Fax: (905) 526-0852. All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities. Applications will be considered until the position is filled.

■ **INTERNATIONAL MANAGEMENT — The University of Western Ontario.** The Richard Ivey School of Business is recognized widely for the quality of its management education and research. The School's programs include: internationally recognized MBA and Executive MBA programs, a well-established doctoral program, a prestigious honors undergraduate program, and a successful executive training program. Our programs are ranked consistently among the best in the world. Research, teaching, and course development are valued and very well supported at the School. The School is internationally oriented in research, curricula, faculty and students. The School supports research dealing with issues of interest and relevance to practicing managers. The faculty is collegial and engages in interdisciplinary investigation as well as independent inquiry. One probationary (tenure track) position at the level of Assistant Professor or Associate Professor or a tenured position at the rank of Associate Professor or Professor in International Management is available to begin July 2004. Candidates for a probationary position must have a PhD or equivalent or be close to completion. Candidates for a tenured appointment must have a PhD. The successful candidate will have demonstrated a strong commitment to the practice of management in both research and teaching. The ability to teach the International Management course is essential, as is a research focus in the area. Teaching experience with a proven ability in executive education programs is also valued highly. The School's principal location is London, Canada, a community of 420,000 halfway between Toronto and Detroit. The Executive MBA facilities are situated in Toronto and Hong Kong. Road, air and train links to major Canadian and U.S. cities are excellent. The School is part of a larger University community with the equivalent of 32,000 full-time students. Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. The review of applications will continue until the position has been filled, but applicants are encouraged to apply as early as possible. Applicants should send their Curriculum Vitae to Professor Paul Beamish, Richard Ivey School of Business, The University of Western Ontario, London, Ontario, Canada N6A 3K7, Phone: 519-661-3237, Fax: 519-661-3485, Email: pbeamish@ivey.uwo.ca.

■ **INTERNATIONAL STUDIES — The University of New Brunswick in Saint John.** The International Studies Programme in the Faculty of Arts is seeking a tenure stream faculty member to participate in the teaching and development of the Programme. This position will commence on July 1, 2004 and is subject to budgetary approval. International Studies is co-ordinated with other disciplinary programs in the Faculty and designed to provide a broad introduction to the contemporary world. We are seeking a colleague who has teaching and research interests in International Studies, broadly defined. The appointment will be made at the Assistant Professor level. A PhD is required. While the successful candidate will be assigned to one of the four departments that comprise the Faculty of Arts (Social Sciences, History & Politics, Psychology, and Humanities and Languages), this position will suit a strongly motivated, flexible individual who can work in an interdisciplinary academic programme. In addition, the successful applicant will be expected have a significant role facilitating international activities both on campus and in the community. Applicants should send a curriculum vitae and the names and addresses of three referees to: The University of New Brunswick in Saint John, Attention: Dr. Robert MacKinnon, Dean of Arts, PO Box 5050, Saint John, New Brunswick, E2L 4L5. Questions concerning this position should be directed to mackinn@unbsj.ca. Review of applications will begin on March 15, 2004, and will continue until the position is filled. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Applicants should indicate current citizenship status. The University is committed to the principle of employment equity.

■ **ITALIAN — Concordia University.** The Faculty of Arts and Science, has one limited-term appointment in Italian. Please see our full-page display ad in this issue.

■ **ITALIAN — The University of Windsor** invites applications for two tenure-track faculty positions in the area of Italian Studies commencing July 1, 2004. For detailed position descriptions visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Dietmar Lage, Head, Languages, Literatures, and Cultures, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519.253.3000, Ext. 2873; Fax: 519.971.3648, Email: lage@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Dyakiw, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

J

■ **JOURNALISM — Concordia University.** The Faculty of Arts and Science, has up to two limited-term appointments available, one in Broadcast Journalism and one in Computer-Assisted Journalism. Please see our full-page display ad in this issue.

■ **JOURNALISM — Carleton University.** Subject to budgetary approval, the School of Journalism and Communication invites applications for a tenure-track appointment at the rank of Assistant Professor to support its Journalism curricula. Applicants should be experienced professional journalists. Teaching experience and a graduate degree are preferred. Experience in more than one medium is an asset, as is knowledge of computer-assisted reporting and/or online publishing. Candidates will be expected to undertake research consistent with the mission of a university-based School of Journalism and should be prepared to outline their research interests. Starting date of the appointment is July 1, 2004. All qualified candidates are encouraged to apply. The applications of Canadians and Permanent Residents will be given priority. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities and persons with disabilities. Persons from these groups are encouraged to apply. Applicants should provide a detailed curriculum vitae and the names of three references to: Prof. Christopher Dornan, Chair, Hiring Committee (Journalism), School of Journalism and Communication, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, K1S 5B6. Closing date for applications is February 17, 2004.

■ **JOURNALISM — Carleton University.** Subject to budgetary approval, Carleton University invites applications for two tenure-track positions at the rank of Assistant or Associate Professor in the Mass Communication program of the School of Journalism and Communication. Areas of emphasis within the Communication degrees include: socio-cultural analysis of communication, international communication, history of communication, political economy of communication, and communication and technology. The candidate should possess a PhD or equivalent degree in Communications or a Cognate Field, or be close to completing one. Candidates should be able to demonstrate teaching and research achievements in one or more of these fields. Carleton University offers PhD, M.A., and B.A. programs in Communication. The successful candidate will be expected to contribute to all three degree programs. Anticipated starting date of the appointment is July 1, 2004 (negotiable). Applicants should provide a detailed curriculum vitae and arrange for three letters of reference to be sent to: Dr. Paul Attallah, Chair, Hiring Committee (Communication), School of Journalism and Communication, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, K1S 5B6. All qualified candidates are encouraged to apply. The applications of Canadians and Permanent Residents will be considered first. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities and persons with disabilities. Persons from these groups are encouraged to apply. The closing date for applications is February 15, 2004, or until the position is filled.

Canada Research Chairs
Engineering and Computer Science

Concordia University's Faculty of Engineering and Computer Science is seeking outstanding applicants for Canada Research Chairs (Tier I and Tier II).

In the last five years, the Faculty has attained a reputation as one of Canada's leading engineering and computer science schools, offering innovative programs, first-class faculty and research opportunities, and state-of-the-art teaching and learning facilities.

On the cutting-edge of innovation, the Faculty places strong emphasis on teaching, fundamental and applied research and interdisciplinary research partnerships, as well, possesses strong ties to local and national industrial collaborators. Academically, being competitive and industry-oriented, the engineering and computer science programs feature a co-op option, which provide students with invaluable work experience while completing their degrees.

Comprised of 175 faculty positions and 111 support staff, the Faculty has seen tremendous increase in undergraduate and graduate enrollment, research funding, as well as faculty member appointments. To accommodate this expansion, the Faculty will be moving to their new Engineering and Computer Science Building in January 2005.

Applications are invited in the following areas:

• **Mechanical and Industrial Engineering**
Areas of research include, thermo-fluids, automation and control, advanced manufacturing, materials and composites, nanotechnology, solid mechanics, industrial engineering and bio-mechanics/bio-engineering. Applications are also encouraged from individuals with industry specific expertise, particularly in the design area.

• **Rehabilitation of Civil Infrastructure Systems**
Rehabilitation and underpinning of concrete structures, embracing experimental and analytical work; development and utilization of fiber composite materials, deterioration models, automated inspection and rehabilitation technologies.

• **Environmental Engineering**
Leading-edge research and design in advanced wastewater treatment, biosolids and waste management with long-term experience in the application of sustainable development to building and civil engineering systems.

• **Digital Wireless Communication and Signal Processing for Multimedia Applications**
Broadband satellite communications, particularly, research in architecture, protocols, communication networks, processing and compression of data, voice, audio, as well as video signals and low-power implementation for satellite communication systems.

• **Low-power VLSI Circuits**
Further enhance research efforts in the low-power design and implementation of VLSI circuits, high-performance interconnects, integrated sensors, system-on-chip architectures and nanotechnology for multimedia telecommunication and biomedical applications.

• **Bioinformatics**
Development, implementation and optimization of genomic algorithms.

• **Databases**
Analysis and design of databases and integrated information resources.

• **Artificial Intelligence**
Machine learning, web intelligence, knowledge acquisition, and computational linguistics.

• **Software Engineering**
Software requirements, software design, as well as software metrics and measurements.

Applicants must have an outstanding research record and vision. They must demonstrate their capacity to collaborate with other faculty members, and facilitate the creation of interdisciplinary initiatives and a team-oriented working environment. They would be expected to attract significant external research funding from agencies, foundations, and other resources.

The Government of Canada funds the Canada Research Chairs Program to promote world-class research in Canadian universities. Details about the federal government's CRC program, as well as the Chair selection criteria can be found at www.chairs.gc.ca.

The Canada Research Chair applications, including a CV, a record of relevant research and publications, a statement of research objectives, a research plan (a seven-year plan for Tier I or five-year plan for Tier II), as well as names, addresses, and current contact information of five referees, must be sent to:

Dean
Faculty of Engineering and Computer Science
Concordia University
1455 de Maisonneuve Blvd. West
LB-1001
Montreal, Quebec
H3G 1M8

Review of applications will continue until suitable candidates have been identified. These positions are subject to the terms and conditions of the Canada Research Chairs Program, and are contingent upon their approval.

For more information on the Faculty, visit: http://www.encs.concordia.ca

Concordia University is committed to employment equity.

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CAREERS CARRIÈRES

K

■ **KINESIOLOGY — The University of Waterloo.** Applications are being accepted for a tenure-track position at the Assistant Professor level in the field of musculoskeletal biomechanics. Candidates should have demonstrated research and teaching experience in biomechanics of human motion and tissue injury. The successful candidate will have expertise in one or more of the following areas: muscle mechanics, joint mechanics, movement/performance optimization, determination of internal muscle and tissue forces, injury mechanisms, and control of movement. The work will span basic to applied research with application to injury prevention. The candidate is expected to present both a clear path for independent research and a strong desire to work within a well equipped research team that includes a Canada Research Chair in Biomechanics and Injury Prevention. The Department of Kinesiology is an interdisciplinary department with expertise spanning the social to biological study of human movement, and is the only undergraduate program in Ergonomics in Canada. The mission of the department is to discover and explain mechanisms and principles of human movement and to apply this knowledge to the prevention of illness and injury together with strategies which optimize the health and physical performance of individuals in work and leisure activities. The department offers B.Sc., M.Sc. and PhD degrees in Kinesiology. Further information about the department can be found at http://www.ahs.uwaterloo.ca/kin/kinhome.html. Applicants should send a covering letter, three names of references, and a curriculum vitae to Dr. Stuart McGill, Chair of the hiring committee, Department of Kinesiology, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1 or by fax: 519-746-6776 or E-mail: mcgill@healthy.uwaterloo.ca. The closing date for applications is January 31, 2004 (or until position is filled). The expected start date for the appointment is immediate. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities.

■ **KINESIOLOGY — The University of Waterloo** Applications are being accepted for a tenure-track position at the Assistant Professor level in the field of cardiovascular physiology. Candidates should have demonstrated research and teaching expertise in mechanisms of cardiac and vascular function in health and disease prevention. The successful candidate will have expertise in one or more of the following areas: exercise, oxidant-antioxidant stress, endocrine, nutrition or cellular signaling and control mechanisms, and should have experience with techniques spanning the range from systemic to molecular. The candidate is expected to present both a clear path for independent research and a strong desire to work within a well equipped research team that includes a Canada Research Chair in Vascular Biology. The candidate must have a PhD with post-doctoral research training. Duties include research, teaching at undergraduate and graduate level, and supervising graduate students. Salary range will be commensurate with qualifications and experience. The Department of Kinesiology is an inter-disciplinary department with expertise spanning the social to biological study of human movement, and is the only undergraduate program in Ergonomics in Canada. The mission of the department is to discover and explain mechanisms and principles of human movement and to apply this knowledge to the prevention of illness and injury together with strategies which optimize the health and physical performance of individuals in work and leisure activities. The department offers B.Sc., M.Sc. and PhD degrees in Kinesiology. Further information about the department can be found at http://www.ahs.uwaterloo.ca/kin/kinhome.html. Applicants should send a covering letter, three names of references, and a curriculum vitae to Dr. Stuart McGill, Chair of the hiring committee, Department of Kinesiology, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1 or by fax: 519-746-6776 or E-mail: mcgill@healthy.uwaterloo.ca. The closing date for applications is January 31, 2004 (or until position is filled). The expected start date for the appointment is immediate. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities.

■ **KINESIOLOGY — The University of Waterloo.** Applications are being accepted for a tenure-track position at the Assistant Professor level in the field of occupational biomechanics. Candidates must have a PhD and should have interest and experience in occupational biomechanics with a special emphasis on prevention of musculoskeletal disorders and injury. The ideal candidate will have teaching expertise in occupational biomechanics and/or ergonomics. Additional expertise in industrial engineering, workplace interventions, participatory workplace processes or program evaluation would be an asset. The Department of Kinesiology is an inter-disciplinary department with expertise spanning the social to biological study of human movement, and is the only undergraduate program in Ergonomics in Canada. The mission of the department is to discover and explain mechanisms and principles of human movement and to apply this knowledge to the prevention of illness and injury together with strategies which optimize the health and physical performance of individuals in work and leisure activities. The department offers B.Sc., M.Sc. and PhD degrees in Kinesiology. Further information about the department can be found at http://www.ahs.uwaterloo.ca/kin/kinhome.html. Applicants should send a covering letter, three names of references, and a curriculum vitae to Dr. Stuart McGill, Chair of the hiring committee, Department of Kinesiology, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1 or by fax: 519-746-6776 or E-mail: mcgill@healthy.uwaterloo.ca. The closing date for applications is January 31, 2004 (or until position is filled). The expected start date for the appointment is immediate. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities.

■ **KINESIOLOGY — Brock University.** The Department of Physical Education and Kinesiology is seeking qualified applicants with expertise in Kinesiology for a probationary/tenure-track position at the rank of Assistant Professor, effective July 1, 2004. The successful applicant should be qualified to teach in at least one of the following areas: motor development, and/or exercise interventions in different populations. The ability to teach anatomy would be an asset. Applicants should have a completed doctorate and an established research profile. Previous university teaching experience is an asset. This position is subject to budgetary approval. The closing date for applications is February 15, 2004, and the review process will continue until the position is filled. Applicants must submit a letter of application, a statement of research interests, curriculum vitae, and the names of three referees to: Dr. Danny Rosenberg, Chair, Department of Physical Education and Kinesiology, Brock University, St. Catharines, Ontario, Canada L2S 3A1, E-mail: dannyrosenberg@brocku.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Brock University is committed to a positive action policy aimed at reducing gender imbalance among faculty; qualified women and men are equally encouraged to apply. More information on Brock University can be found on the University's website www.BrockU.ca.

■ **KINESIOLOGY — Brock University.** The Department of Physical Education and Kinesiology is seeking qualified applicants with expertise in biophysical aspects of physical activity for a probationary/tenure-track position at the rank of Assistant Professor effective July 1, 2004. Candidates must be qualified to teach in at least two of the following areas: exercise physiology, human physiology, and/or functional assessment. The ability to teach in the area of lifespan metabolic disorders would be an asset. Hiring decisions will be made on the basis of research excellence, teaching ability, and fit with departmental needs. Applicants should have a completed doctorate and an active program of research with strong potential for external funding. This position is subject to budgetary approval. The closing date for applications is February 15, 2004 and the review process will continue until the position is filled. Applicants must submit a letter of application, a statement of research interests, curriculum vitae, and the names of three references to: Dr. Danny Rosenberg, Chair, Department of Physical Education and Kinesiology, Brock University, St. Catharines, Ontario, Canada L2S 3A1, E-mail: dannyrosenberg@brocku.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Brock University is committed to a positive action policy aimed at reducing gender imbalance among faculty; qualified women and men are encouraged equally to apply.

L

■ **LAW — The University of Windsor** invites applications for two tenure-track faculty positions in the Faculty of Law in the area of Commercial Law and in the area of Torts commencing July 1, 2004. For detailed position descriptions visit our website at: www.uwindsor.ca/facultypositions. Contact: Prof. Bruce Elman, Dean, Faculty of Law, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519.253.3000, Ext. 2930; Fax: 519.973.7064; Email: belman@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

■ **LIBERAL ARTS — Concordia University.** The Faculty of Arts of Science, has one limited-term appointment available in its Liberal Arts College. Please see our full-page display ad in this issue.

■ **LIBRARY — The University of Windsor's** Leddy Library invites applications for one tenure-track Librarian position in the area of Social Sciences. Rank will be commensurate with experience. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact Gwendolyn Ebbett, University Librarian, University of Windsor, 401 Sunset Ave, Windsor, Ontario, N9B 3P4, Phone: 519.253.3000, ext. 3161, Fax: 519.971.3638 Email: gebbett@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877.665.6608 (toll free) or recruit@uwindsor.ca.

■ **LIBRARY, ARCHIVAL & INFORMATION — The University of British Columbia.** The School of Library, Archival and Information Studies invites applications for two full-time, tenure-track Assistant Professor positions in its Master of Archival Studies and Master of Library and Information Studies programs, to begin July 1, 2004, subject to final budgetary approval. Candidates should demonstrate achievement of, or potential for, excellence in teaching, research, and service in an interdisciplinary environment. Archival Studies: The successful candidate will be expected to teach and conduct research on the design and application of digital technology in such areas as the intellectual control, retrieval, and access of archival material; management of current records in electronic systems; business process re-engineering; and archival work processes such as appraisal, preservation, and reference service. In addition, the successful candidate will teach an introductory course on archives and information technology. Library and Information Studies: The successful candidate will be expected to teach and conduct research on one of: theory and application of the organization of information (e.g., organization of information and knowledge; classification theory; subject analysis; knowledge representation; application of principles of organization to emerging technologies) or reference and information services (e.g., information resources in all formats; digital/virtual reference services, information-seeking behaviours; information literacy; services for a variety of user groups). Applicants must hold a PhD or an equivalent degree in a field related to the teaching and research areas of the position, or anticipate early completion, with continuation of appointment conditional on completion of the doctorate within six months. Applicants must provide strong evidence of their teaching ability or potential for excellence in teaching and continued professional growth; of their ability to conduct research and engage in scholarly activity; and of a publication record commensurate with their experience. The School offers a Master of Archival Studies (MAS), a Master of Library and Information Studies (MLIS), a joint MAS/MLIS, a multidisciplinary Master of Arts in Children's Literature, a joint Master of Education in teacher-librarianship and doctorate in library, archival and information studies leading to the awarding of a PhD. Further information about the School can be found on its Web site at www.slais.ubc.ca. The deadline date for receipt of applications is January 30, 2004. Preliminary interviews with interested candidates will be held at the ALISE conference in San Diego in January 2004. Application materials should include a cover letter stating the candidate's qualifications for the position, projected research agenda, and teaching philosophy; a complete curriculum vitae; and the names and contact information of a minimum of three referees. Address enquiries and applications to: Dr. Luciana Duranti and Dr. Ken Haycock, Co-Chairs, Faculty Search Committee, School of Library, Archival and Information Studies, The University of British Columbia, #301, 6190 Agronomy Road, Vancouver, B.C. V6T 1Z3 Canada, luciana@interchange.ubc.ca, haycock@unixg.ubc.ca. The University of British Columbia hires on the basis of merit, and is committed to employment equity. We encourage all qualified persons to apply, however Canadian citizens and permanent residents of Canada will be given priority.

■ **LINGUISTICS — Concordia University.** The Faculty of Arts and Science, has up to two limited-term appointments available in Linguistic Theory. Please see our full-page display ad in this issue.

■ **LITTÉRATURE FRANCOPHONE MODERNE — L'Université du Manitoba.** Le Département de français, espagnol et italien à l'Université du Manitoba sollicite des candidatures pour un poste professeur/e/ adjoint/e, menant à la permanence, en littérature francophone moderne (littérature française, québécoise ou autre littérature contemporaine d'expression française). La date d'entrée en fonction est le 1er juillet 2004, ou peu après. Ce poste est sujet à l'approbation budgétaire. Le/La candidat/e sélectionné/e doit avoir un doctorat en main dès l'entrée en fonction. Le salaire sera déterminé en fonction des qualifications et de l'expérience du candidat, mais le poste sera attribué au rang de base. Le/La candidate doit avoir un excellent dossier de publications et de l'expérience en enseignement. Le/La candidat/e doit avoir une excellente maîtrise du français et pouvoir communiquer en anglais. Le/La candidat/e choisi/e aura à mener des recherches et à publier dans son domaine de spécialisation, à assumer l'enseignement de cours aux premier, deuxième et troisième cycles aussi bien que la direction de theses de maîtrise et de doctorat, et à participer à l'administration. L'excellence dans l'enseignement des cours de langue à un niveau avancé constituerait un atout. Le/La candidat/e idéal/e doit présenter un intérêt attesté pour au moins un des domaines suivants : théories contemporaines, enseignement assisté par ordinateur ou multimédia. L'Université du Manitoba encourage toute candidature provenant de femmes et hommes qualifiés, y compris les membres de minorités visibles, les autochtones et les personnes handicapées. Tous les candidats qualifiés sont encouragés à postuler; toutefois la priorité sera accordée aux citoyens et aux résidents permanents du Canada. Toute demande doit inclure une lettre de présentation et un curriculum vitae accompagné d'exemplaires des publications les plus importantes. En plus, trois lettres de recommandation confidentielles doivent être envoyées directement par les répondants. Les candidats peuvent inclure une preuve d'excellence en enseignement. Prière de faire parvenir la demande et les lettres de recommandation avant le 30 janvier 2004 à l'adresse suivante : Dr. France Boutin, Présidante du comité de sélection pour le poste en littérature francophone moderne, Département de français, espagnol et italien, Université du Manitoba, Winnipeg, Manitoba, Canada R3T 2N2. Position No. AAH366. Les candidats sont priés de consulter le site web du département pour s'informer des programmes offerts par le Département : http://www.umanitoba.ca/faculties/arts/french_spanish_and_italian. Courriel : fboutin@ms.umanitoba.ca. Les dossiers reçus pour ce concours seront gérés selon les dispositions de la Loi de l'accès à l'information et de la protection des renseignements personnels.

M

■ **MATHEMATICS — The University of Waterloo.** The Faculty of Mathematics is seeking outstanding researchers as candidates for Canada Research Chairs. The Faculty expects to fill ten such Chairs between now and 2005. Information about the Canada Research Chair Program can be found at http://www.chairs.gc.ca. The Faculty of Mathematics conducts leading research in numerous areas including actuarial science, computer science, combinatorics and optimization, pure and applied mathematics, and statistics. Information about the Faculty can be found at its web site: http://www.math.uwaterloo.ca/Faculty/Index.html. Exceptional candidates in any area in which the faculty conducts research will be considered. Applications should include a curriculum vitae, a statement of teaching and research objectives and the names of at least four persons who might serve as references. Applications should be sent to: Office of the Dean, Faculty of Mathematics, University of Waterloo, Waterloo, ON N2L 3G1. Review of applications will begin when received, and will continue until the positions have been filled. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities.

■ **MATHEMATICS & STATISTICS — Carleton University.** The School of Mathematics and Statistics invites applications for two tenure track positions at the rank of Assistant Professor starting July 1, 2004 (in addition to the previously advertised position).

THE UNIVERSITY OF BRITISH COLUMBIA
FACULTY OF PHARMACEUTICAL SCIENCES

Faculty Position
Biomolecular & Pharmaceutical Chemistry

The Faculty of Pharmaceutical Sciences, The University of British Columbia, invites applications for a full-time, tenure-track position in the Division of Biomolecular and Pharmaceutical Chemistry, preferably at the Assistant or Associate Professor level. The successful candidate will contribute to teaching and training in the Pharmaceutical Sciences undergraduate and graduate programs, and will develop an active extramurally-funded research program. Applicants must possess a Ph.D. degree and preferably a minimum of two years of post-doctoral experience. Applicants must have training and expertise in chemistry related areas such as drug design and synthesis, lead optimization, drug or metabolite analysis, proteomics, or combinatorial chemistry that will compliment the existing strengths of the Faculty.

The salary for this position is negotiable, commensurate with experience, and subject to final budgetary approval. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply, however, Canadian citizens and permanent residents will be given priority. The closing date for applications is January 31, 2004.

To apply, please send a letter of application with a brief description of overall research interests, curriculum vitae, copies of up to five publications, a statement of teaching interests, accomplishments, and the names of four referees to:

Dr. Robert D. Sindelar, Dean
Faculty of Pharmaceutical Sciences
The University of British Columbia
2146 East Mall V6T 1Z3 Canada.
Tel: 604-822-2343; Fax: 604-822-3035
e-mail: mlengton@interchange.ubc.ca
web: http://www.ubcpharmacy.org

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With your success as both a scientist and university administrator, you have the requisite academic and leadership credentials to excel in this tenured position. Located one hour from Halifax in the rich farmland of the Annapolis Valley, Acadia offers an intellectually rigorous career opportunity coupled with a culturally diverse and serene natural environment. All responses to The Caldwell Partners are confidential. Please indicate your interest by forwarding a detailed curriculum vitae to Project 7579 through the Opportunities section of www.caldwell.ca, by email to halifax@caldwell.ca, or in writing to 5657 Spring Garden Road, Suite 500, Park Lane Box 247, Halifax, Nova Scotia, B3J 3R4. We invite you to visit www.acadiau.ca.

In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Acadia University is an Equal Opportunity Employer.

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CAREERS CARRIÈRES

Applicants should have a PhD in Mathematics, Statistics, or related areas, potential for research demonstrated by post-doctoral experience or publication record and a strong commitment to excellence in teaching. The School is particularly interested in candidates who are actively engaged in research in applied algebra, biomathematics/biostatistics, computational mathematics; however outstanding candidates in all areas of mathematics or statistics will be considered. More information about the School can be found at www.math.carleton.ca. These positions are subject to budgetary approval. Applications including a curriculum vitae and three letters of reference, should be sent to: Dr. C.W.L. Garner, Director, School of Mathematics and Statistics, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, K1S 5B6, Fax: (613) 520-3536, ms-dir@math.carleton.ca. Consideration of applicants will begin January 6th, 2004 and continue until all positions are filled. All qualified candidates are encouraged to apply. The applications of Canadians and Permanent Residents will be given priority. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply.

■ **MATHEMATICS & STATISTICS — The University of Ottawa.** The Department of Mathematics and Statistics invites applications for a replacement professorship. This is a three-year teaching position, starting July 1, 2004. Candidates should have a PhD in mathematics and teaching experience at the undergraduate level. Applicants should send a curriculum vitae and teaching dossier, and arrange for two letters of reference addressing teaching to be sent to Mayer Alvo, Chairman, Department of Mathematics and Statistics, University of Ottawa, Ottawa, ON Canada, K1N 6N5. The closing date for applications is February 15, 2004. Conditions of employment are set by a collective agreement. Employment equity is a University policy and the University strongly encourages applications from women. Canadian citizens and permanent residents will be considered first for this position. Information about the Department and the University of Ottawa may be found on our web site http://www.science.uottawa.ca/mathstat.

■ **MATHEMATICS & STATISTICS — Concordia University.** The Faculty of Arts and Science, has up to four limited-term appointments available in its Department of Mathematics and Statistics. Please see our full-page display ad in this issue.

■ **MATHEMATICS & STATISTICS — The University of Windsor** invites applications for a tenure-track faculty position in the Department of Mathematics and Statistics commencing July 1, 2004. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. S. E. Ahmed, Head, Mathematics & Statistics, University of Windsor, Windsor, ON, N9B 3P4, Tel: 519.253.3000, Ext. 3015; Fax: 519 971.3649 Email: mhsta2@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

■ **MATHEMATIQUES ET STATISTIQUE — L'Université d'Ottawa** — Le Département de mathématiques et de statistique met au concours un poste au niveau de professeur remplaçant. Il s'agit d'un poste en enseignement pour trois ans avec entrée en fonction le 1er juillet 2004. Pour poser sa candidature, il faut détenir un doctorat en mathématiques et posséder une expérience d'enseignement au premier cycle. Les dossiers de candidature doivent comprendre un curriculum vitae, un dossier d'enseignement et deux lettres de recommandation sur l'enseignement. Ils doivent parvenir au directeur du département, Mayer Alvo, Département de mathématiques et de statistique, Université d'Ottawa, Ottawa ON Canada, K1N 6N5 au plus tard le 15 février 2004. Les conditions d'emploi suivent les dispositions d'une convention collective. L'Université a une politique d'équité en matière d'emploi. Les femmes sont fortement encouragées à poser leur candidature. Les citoyens canadiens et les résidents permanents ont priorité pour ce poste. Pour plus de renseignement sur le Département et l'Université d'Ottawa voir notre site web à l'adresse http://www.science.uottawa.ca/mathstat.

■ **MECHANICAL & AEROSPACE ENGINEERING — Carleton University.** Applications are invited for a tenure-track position at the Assistant Professor level in the Department of Mechanical and Aerospace Engineering to commence July 1, 2004. This position is subject to budgetary approval. Preference will be given to PhD graduates with a strong commitment to both teaching and research. Membership or eligibility for membership in a Canadian professional engineering association is desirable. Candidates should be ready to teach in our Mechanical and Aerospace programs, and have demonstrated research ability in design, synthesis, analysis or materials for medical devices, or bio-medical/bio-mechanical issues preferably associated with space flight. The Department offers degrees at the Bachelor's, Master's and PhD levels in both Mechanical and Aerospace Engineering and there are excellent opportunities for research collaboration with industry and government institutes and laboratories. Further information on the department is available at http://www.mae.carleton.ca. Applications, with a curriculum vitae and the names of three referees, should be sent to: Professor J. Beddoes, Chair, Department of Mechanical and Aerospace Engineering, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario K1S 5B6. Telephone: (613) 520-5684, Fax: (613) 520-5715. E-mail: jbeddoes@mae.carleton.ca. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply. Applications will be accepted until January 30, 2004 or until the position is filled.

■ **MECHANICAL & AUTOMOTIVE ENGINEERING — The University of Windsor.** The Faculty of Engineering is seeking an outstanding candidate to nominate for a Canada Research Chair at the Tier II level focussed in Automotive Engineering. Materials Forming in Mechanical and Automotive Engineering. For a detailed description of the CRC Chair visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. N. Biswas, Associate Dean, Research and Graduate Studies, Faculty of Engineering, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519-253-3000, Ext. 2566; Fax: 519-971-3622; Email: appteng@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

■ **MECHANICAL & AUTOMOTIVE ENGINEERING — The University of Windsor.** The Faculty of Engineering at the University of Windsor invites applications for a senior level position for the area of Automotive Engineering. For a detailed description visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Robert Gaspar, Head of Mechanical, Automotive and Materials Engineering, University of Windsor, 401 Sunset Avenue, Windsor, Ontario N9B 3P4, Phone: 519-253-3000 ext. 2616, Fax: 519-973-7007, E-mail: mech@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

■ **MECHANICAL ENGINEERING — The University of British Columbia.** The Department of Mechanical Engineering invites applications for a full-time tenure-track position. The starting date will be April 1, 2004, or as soon as possible thereafter. The successful candidate will hold a Bachelor degree or equivalent in Mechanical Engineering or a closely related field and will be expected to be qualified and to register as a Professional Engineer in British Columbia. Candidates with technology teacher education diploma will be given preference. He/She will be expected to have excellent hands-on and design skills, strong industrial experience in machine shop practice, interest in teaching undergraduate and graduate students and sound knowledge of workplace health and safety. The position involves teaching machine shop practice, engineering drawing and safety, guiding student teams in design projects, management of shop facilities including supervision of staff, and working closely with faculty members teaching design courses. The Department is in the process of implementing several innovative changes to the undergraduate program to strengthen the integration of engineering fundamentals with hands-on and design skills, and this new position is expected to support undergraduate curriculum innovation. Further information on the department is available at www.mech.ubc.ca, and information on the employment environment in the Faculty of Applied Science is available at www.apsc.ubc.ca/careers. The University of British Columbia hires on the basis of merit and is committed to employment equity. All qualified persons are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The position is subject to final budgetary approval. Applicants should submit a complete curriculum vitae, a statement (1–2 pages) of hands-on and design experience and teaching interests, and names and addresses (fax/email included) of four referees to: Professor Nimal Rajapakse, P.Eng., Head, Department of Mechanical Engineering, The University of British Columbia, Vancouver, B.C., Canada V6T 1Z4. The closing date for applications is January 30, 2004. Please do not send applications by email.

■ **MECHANICAL ENGINEERING — The Mechanical Engineering Department of the Royal Military College of Canada** invites applications for a tenure track position at the level of Assistant Professor with expertise in Controls & Dynamics, or a closely related field. The Department is seeking to strengthen its graduate program and to foster synergies with existing research initiatives within the Department and in collaboration with other departments and organizations. Our graduate program is accredited by CEAB and supports both military and civilian students at the masters and doctoral levels. Financial support can be obtained from within DND (Department of National Defence), other governmental organizations, national funding agencies such as NSERC, and industry. The required qualifications are a PhD in Mechanical Engineering, or a closely related field, an acceptable record of publications in the area of specialty, and acceptable teaching experience. The candidates must also be eligible for registration as a Professional Engineer. Outstanding candidates who specialize in areas other than Controls & Dynamics may also be considered. An eligibility list may also be established as it is anticipated that similar positions will be available in Design and Fluid Dynamics. The successful candidate should be prepared to teach in his or her area of specialization as well as in other areas of Mechanical Engineering. Additionally, the successful candidate will be required to conduct an active research program and participate fully in the graduate program. The successful candidate should also be able to communicate in both official languages. While preference will be given to candidates who can teach in both official languages, other linguistic profiles may be considered. Experience with DND and/or the Canadian Forces may be an asset. For further information about this employment opportunity, candidates are invited to contact Dr. Dominique Poirel in the Department of Mechanical Engineering at (613) 541-6000, ext. 6452, or by email at poirel-d@rmc.ca. Information about the Department can also be found in the following pages at http://www.rmc.ca/academic/mech/index_e.html. The salary range for an Assistant Professor is $43,126 to $74,000 under the collective agreement that expires on 30 June 2004. The starting salary for this position will be commensurate with the experience and qualifications of the successful candidate. The appointment will be subject to a probationary period of three years. Interested candidates should forward their curriculum vitae including a copy of their academic transcripts, a summary of research interests, sample publications and three letters of recommendation to: Ms. Lucille Maillet, Civilian Human Resources Office (Kingston), Canadian Forces Base Kingston, P.O. Box 17000, Station Forces, Kingston, ON K7K 7B4, Phone: (613) 541-5010, ext 5037, Fax: (613) 541-4496, Email: maillet.lm@forces.gc.ca. The expected starting date for the position is 1 July 2004. The closing date for applications is 15 February 2004. In accordance with the Public Service Employment Act, preference will be given to Canadian citizens. Candidates with foreign educational credentials are required to provide proof of Canadian equivalency. You may consult the Canadian Information Centre for International Credentials at http://www.cmec.ca/cicc/ for further information. The Royal Military College of Canada is a coeducational and bilingual institution, and this position is offered equally to women and men.

■ **MECHANICAL ENGINEERING — The University of Waterloo.** The Department of Mechanical Engineering invites applications for a tenure-track faculty position at the Assistant, Associate, or Full Professor rank in the area of the materials science and engineering related to deformation and failure mechanisms. Duties will include teaching of undergraduate and graduate courses in a Cooperative Education Program, supervising graduate students, and undertaking an active research program. Research experience in the relationships between microstructure and plastic deformation, fatigue and fracture of engineering materials is required. Related experience in mathematical modelling of mechanical properties/microstructure relationships would be an asset. Applicants must hold a PhD in the area of Materials Science and Engineering and have potential or proven ability for excellence in research, teaching and communication skills. It is anticipated that the appointment will begin as soon as possible. The successful candidate will join a dynamic Materials Engineering and Processing group within the Department of Mechanical Engineering and will have access to outstanding facilities in mechanical testing and microstructural characterization as well as the support of excellent materials processing and joining equipment and expertise. All qualified individuals, including women, members of visible minorities, native peoples, and peoples with disabilities, are encouraged to apply. Canadian citizens and permanent residents will be given priority. All candidates will be requested to apply for professional registration with the Professional Engineers of Ontario at the appropriate time. The salary will be commensurate with qualifications and experience. Please send a curriculum vitae and a list of three referees to: Professor G.E. Schneider, Department of Mechanical Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. Appointments are subject to final budgetary approval.

■ **MECHANICAL ENGINEERING — The University of Waterloo.** An exciting and challenging opportunity exists for tenure-track positions at the University of Waterloo in support of a new initiative in Mechatronics Engineering. The University of Waterloo is committed to a significant thrust in Mechatronics in the Department of Mechanical Engineering including the establishment of an undergraduate degree program in Mechatronics Engineering. As part of this thrust, a significant capital expansion is underway, a Tier I Canada Research Chair in Intelligent Mechatronics and Materials Systems has been named, and a Centre in this area is being created. The Department of Mechanical Engineering, University of Waterloo is seeking qualified applicants in Mechatronics Engineering, Mechanical Engineering, or closely related disciplines. This search is part of an ongoing effort to launch the Mechatronics Engineering program, representing an increase in annual intake of 100 students. Candidates will be considered at all professional levels. Experience is desirable in the modeling and design of electro-mechanical systems, sensors and instrumentation, intelligent systems, MEMS, smart materials, or related areas. However, candidates from other areas will also be considered. Duties will include teaching of undergraduate and graduate courses in a Cooperative Education Program, supervising graduate students, and undertaking an active research program. Applicants must hold a PhD and have relevant experience, potential or proven ability for excellence in teaching, and excellent communication skills. Interested applicants should send their full curriculum vitae, a concise vision statement, and the names of three references to: Dr. G. Schneider, Chair, Department of Mechanical Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1, FAX: (519) 888-6197. Applications will be accepted until suitable candidates are found. All candidates will be requested to apply for professional registration with the Professional Engineers of Ontario at the appropriate time. The salary will be commensurate with qualifications and experience. All qualified candidates are encouraged to apply, however Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. Appointments are subject to the availability of funds.

■ **MECHANICAL ENGINEERING — The University of Waterloo.** The Department of Mechanical Engineering invites applications for a tenure-track faculty position at the Assistant, Associate, or Full Professor rank in the area of microjoining. This position is part of an initiative to establish a Canada Research Chair Program in Microjoining. Duties will include teaching of undergraduate and graduate courses in a Cooperative Education Program, supervising graduate students, and undertaking an active research program. The successful applicant will have access to outstanding facilities in materials joining and welding (especially microjoining and microwelding). Research experience in materials joining, surface engineering, or closely related areas is required. Strength in microelectronics, MEMS and optoelectronics packaging, as well as microfabrication and/or nanofabrication would be an asset. Applicants must hold a PhD in Materials Science and Engineering, or a closely related field, and have potential or proven ability for excellence in research, teaching and communication skills. It is anticipated that the appointment will begin as soon as possible. All qualified individuals, including women, members of visible minorities, native peoples, and peoples with disabilities, are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. All candidates will be requested to apply for professional registration with the Professional Engineers of Ontario at the appropriate time. The salary will be commensurate with qualifications and experience. Please send a curriculum vitae and a list of three referees to: Professor G.E. Schneider, Department of Mechanical Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. Appointments are subject to final budgetary approval.

■ **MECHATRONICS ENGINEERING — The University of Waterloo.** Applications are invited for a tenure track faculty position in the Department of Systems Design Engineering at the University of Waterloo. We are seeking candidates whose research activities will complement the new program in Mechatronics Engineering at the University of Waterloo. Desirable areas of research include systems theory and modelling, mechatronics, robotics, vehicle dynamics and control, and MEMS. The successful candidate will be interested in teaching undergraduate courses in machinery dynamics as well as other undergraduate and graduate engineering courses. Candidates should possess a PhD in engineering and demonstrate strong interest and ability in both teaching and research. Industrial experience and eligibility for registration in a Professional Engineering Association are highly desirable. The successful candidate will be expected to teach both undergraduate and graduate courses, supervise graduate students, and maintain and further develop a significant research program. Rank will be commensurate with experience. Additional information on the

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Simon Fraser University
Assistant Professor
First Nations Studies

The First Nations Studies Program at Simon Fraser University seeks to fill a three year limited term appointment at the rank of Assistant Professor. We are looking for a faculty member with research and teaching interests in any area of indigenous studies provided they relate to First Nations issues (historical, linguistic, contemporary etc) in North America. This appointment will be made to a home department in the Faculty of Arts in keeping with the candidate's disciplinary specialisation. Three courses per year will be taught in the First Nations Studies Program with a fourth taught in the home department.

Applicants should hold a PhD or be in a PhD program with all but dissertation completed. Other graduate degree qualifications may be considered. Suitable applicants of First Nations heritage are especially encouraged to apply. Applications should provide a curriculum vitae, the names and addresses for three academic referees, and a written statement of expertise and background, especially as these may relate to course delivery from an indigenous perspective.

Applications or inquiries should be directed to **Dr. David Burley, Chair, First Nations Studies Search Committee, Department of Archaeology, Simon Fraser University, Burnaby, B.C., V5A 1S6** (burley@sfu.ca). The closing date for application submission is **March 1, 2004**.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Simon Fraser University is committed to employment equity and encourages applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. This position is subject to budgetary approval.

Director, School of Computer Science
University of Windsor

The University of Windsor seeks a Director for its School of Computer Science (**www.cs.uwindsor.ca**).

The Director is responsible for the ongoing academic and administrative management of the School of Computer Science, which includes 34 faculty and 12 technical and support staff to serve over 100 graduate and over 1400 undergraduate students. The School offers a number of degrees at the doctoral, master's, and undergraduate levels.

Candidates for Director must have a doctorate or equivalent in Computer Science or in a related discipline appropriate for the position, a record of scholarly accomplishments to warrant a senior academic appointment with tenure, and administrative experience, preferably in an academic institution.

The appointment of the new Director of the School of Computer Science will be for a five-year term, renewable, and effective from July 1, 2004. The search committee will begin its review of candidates on February 20, 2004. To ensure consideration, applications, nominations, and expressions of interest should be submitted by that date to the address shown below.

The University of Windsor is a comprehensive research and teaching institution with more than 14,000 students. The University of Windsor is committed to equity in its academic policies, practices, and programs; supports diversity in its teaching, learning, and work environments; and ensures that applications from members of traditionally marginalized groups are seriously considered under its employment equity policy. Those who would contribute to the further diversification of its faculty and its scholarship include, but are not limited to, women, Aboriginal peoples, persons with disabilities, members of visible minorities, and members of sexual minority groups. The University of Windsor invites candidates to apply to its welcoming community and to self-identify in their letter of application. In accordance with Human Resources Development Canada policy, Canadian Citizens and Permanent Residents will be given priority. For more information, contact the address below and visit the University of Windsor website at **www.uwindsor.ca/facultypositions**.

Janet Wright & Associates Inc.
21 Bedford Road, Suite 300
Toronto, Ontario M5R 2J9
Fax: 416-923-8311
resumes@jwasearch.com

Janet Wright & Associates Inc.
Senior-level recruitment for the public and not-for-profit sectors
www.jwasearch.com

CAREERS CARRIÈRES

University and the Department and its activities can be found at http://www.uwaterloo.ca/. Applications should be forwarded to Mrs. V. Gneve, Administrative Assistant, Department of Systems Design Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1, or by email to vgneve@engmail.uwaterloo.ca. Please format your CV in accordance with the instructions provided at http://sydewww.uwaterloo.ca/. The closing date for applications is March 31, 2004. All qualified candidates are encouraged to apply; however Canadian Citizens and Permanent Residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, Native peoples, and persons with disabilities. This appointment is subject to the availability of funds, with a starting date on or before September 1, 2004.

■ **MEDICINE — The University of Ottawa Heart Institute** invites applications from individuals for an independent Research Scientist position in the Cardiovascular Endocrinology Laboratories with a suitable cross-appointment to an appropriate Department at the University of Ottawa, Faculty of Medicine. The candidate should have expertise in cardiovascular disease models relating to heart hypertrophy and failure at the molecular or cellular levels. We encourage all qualified persons to apply however, Canadians and permanent residents of Canada will be given priority. Applicants should submit curriculum vitae, the names of three referees, and a statement of current research interests and future research plans to Dr. D.S. Beanlands, Chief Scientific Officer, University of Ottawa Heart Institute, 40 Ruskin St., Ottawa, ON K1Y 4W7, Canada.

■ **MICROBIOLOGY — The University of New Brunswick**, The Department of Biology of the University of New Brunswick Fredericton invites applications for a tenure track position in Microbiology or Microbial Ecology at the Assistant Professor level effective 1 September 2004. Candidates would be expected to develop a strong research program examining prokaryotic biology at the molecular level; this could range from physiology to ecology, but applicants emphasizing the inner workings of the cell and its response to the environment are preferred. Candidates must have a PhD and productive research record. Postdoctoral experience is an asset. The candidate would be expected to teach a broad-based core course in bacteriology and two other courses with a reduced teaching load in the first two years. The closing date for applications is 15 April 2004. The Department has a Stable Isotope Laboratory, and a Microscopy and Microanalysis Facility (TEM, SEM, X-ray, confocal microscope). Further information about the Biology Department and the available facilities can be obtained at www.unb.ca/fredericton/science/biology/. The University is committed to the principle of employment equity. In accordance with Canadian citizens and permanent residents, but all qualified applicants are encouraged to apply. To apply, send a letter describing your research and teaching interests, a curriculum vitae with the names and addresses of three referees, three representative publications and a statement of teaching philosophy or teaching dossier to T. Dilworth, Chair, Department of Biology, University of New Brunswick, Bag Service # 45111, Fredericton, NB, Canada, E3B 6E1; phone: 506-453-4582; e-mail: dilw@unb.ca.

■ **MODERN FRANCOPHONE LITERATURE —The University of Manitoba.** The Department of French, Spanish and Italian invites applications for a full-time tenure-track appointment at the rank of Assistant Professor in the area of Modern Francophone Literature (French, Quebecois or Other Francophone Literatures). The appointment will begin on July 1, 2004, or soon thereafter, subject to final budgetary approval. The successful candidate must have a PhD by the time of appointment. The starting salary will reflect the qualifications and experience of the chosen candidate, but this is an entry-level position. Applicants are expected to have a record of excellence in research and success in teaching. They must be proficient in French and be able to communicate in English. Responsibilities will include maintaining a productive research program, undergraduate and graduate teaching (including graduate supervision), and service-related activities. Demonstrated excellence in teaching advanced language courses would be an asset. The ideal candidate will have a demonstrable interest in one of the following areas: Modern Theory, Multimedia & Information Technology. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Applications for this position must include a letter of application curriculum vitae, and a sample of scholarly writing. As well, three confidential letters of reference must be received directly from the applicant's referees. Candidates may include evidence of effective teaching. Applications and letters of reference should be sent to Dr. France Boutin, Chair, Modern Francophone Literature Search Committee, Department of French, Spanish and Italian, University of Manitoba, Winnipeg, Manitoba, Canada R3T 2N2. Position Vacancy No. AAH366. The deadline for receipt of applications is January 30, 2004. Further information concerning the Department and the University may be obtained from http://www.umanitoba.ca/faculties/arts/french_spanish_and_italian or by e-mail from fboutin@ms.umanitoba.ca. Application materials, including letters of reference, will be handled in accordance with the Freedom of Information and Protection of Privacy Act (Manitoba).

■ **MODERN LANGUAGES — Concordia University.** The Faculty of Arts and Science, has one limited-term appointment available in Computer Assisted Language Teaching. Please see our full-page display ad in this issue.

■ **MUSIC — Mount Allison University.** The Department of Music invites applications for the position of woodwind specialist (single reed preferred) and symphonic band director. This is a full-time, one-year term appointment subject to budgetary approval. The successful candidate should have a completed doctorate, and have a demonstrated commitment to and record of successful teaching, creative activity, and research at the university level. Teaching responsibilities include studio instruction in woodwinds, direction of the Department's Symphonic Band, and instruction in instrumental conducting and woodwind methods. Additional expertise in such areas as secondary-school music methods and jazz will be considered an asset. The candidate should also exhibit an interest in nurturing the connections between the music program and the broader liberal arts curriculum at Mount Allison. The appointment will be made at the rank of Assistant Professor or Lecturer and will be effective July 1, 2004. A letter of application, curriculum vitae, and three letters of reference should be sent to: Dr. Gary Tucker, Chair of the Search Committee, Department of Music, Mount Allison University, 134 Main Street, Sackville, NB E4L 1A6, Fax: (506) 364-2376 E-mail: glucker@mta.ca. The closing date is January 9, 2004, or when the position is filled. Mount Allison has an employment equity program and encourages applications from all qualified women and men, including aboriginal people, persons with disabilities and members of visible minorities. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority.

UNIVERSITY OF ALBERTA
EDMONTON, ALBERTA CANADA

www.careers.ualberta.ca

Assistant Professors, Faculty of Education

For over 60 years, the Faculty of Education at the University of Alberta (U of A) has been at the heart of teacher preparation in Alberta, the rest of Canada, and throughout the world. Today the Faculty is one of the largest faculties in Canada serving approximately 3,400 undergraduate and 850 graduate students. A wide range of pre-service, professional development and graduate programs are offered, including a 4-year BEd, 2-year After Degree, 5-year Combined Degree (Arts, Science, P.E.), Advanced Diploma, Med, EdD, and PhD.

Applications are invited for a number of tenure-track positions within the Faculty. The appointments will normally be at the Assistant Professor level. The date of appointment will be July 1, 2004. The successful candidates' responsibilities will include undergraduate and graduate teaching, supervising graduate students, developing and sustaining a personal program of research, and may include supervision of undergraduate interns and advising undergraduate students. Applicants should have a doctoral degree, and a strong commitment to research, scholarly publication, and teaching.

The Department of Elementary Education

Applications are invited for a position in the area of **Language and Literacy Education**. Applicants for this position should have a specialization in language and literacy education. Expertise in diagnostic/corrective reading and/or in programs for children with reading difficulties would be an asset. Instructional duties may include involvement with the faculty and staff of the Reading and Language Centre. The Reading and Language Centre is a teaching clinic, supporting clinical courses for graduate students in the language and literacy education and providing resources for related undergraduate courses.

The Department also invites applications for a position in **Social Studies Education**. Applicants for this position should have a specialization in social studies education for the elementary years. Expertise in areas such as global citizenship in a technological world or cultural perspectives on democratic citizenship would be an asset.

The Department of Educational Psychology

Applications are invited for a position in **Psychological Studies in Education**. Applicants should possess a Doctoral degree in Educational Psychology, with specialized training and experience in one or more of the following core areas: development, learning, cognition or school psychology.

Responsibilities will include: 1) teaching undergraduate courses in educational psychology; 2) teaching graduate courses in development, learning, cognition or school psychology; 3) developing and sustaining a personal program of research; 4) supervising field experiences of student teachers and/or educational psychologists; 5) supervising graduate student research; and 6) providing service to the department, the university, and the community. Applicants must have a PhD or equivalent and demonstrated research capabilities. Either of the following qualifications would be an asset: practical experience in educational or clinical settings at the K-12 level; or eligibility to be licensed as a psychologist in the Province of Alberta. Preference will be given to individuals whose work overlaps with other program areas in the department such as Inclusive/Special Education, School Psychology, Counselling Psychology, and TESL.

The Department also invites applications in the area of **Education Psychology Inclusive/Special Education**. Applicants should possess a Doctoral degree in Special Education or in a related field. Training and experience in elementary or secondary school instruction of children with special needs is an asset. Knowledge and experience in the area of behavior disorders, formal and informal assessment of students with special needs, and/or individualized and inclusive instructional methods also would be an asset. Responsibilities will include teaching at the undergraduate and graduate levels, student supervision at the Master's and Doctoral level, pursuit of a program of research and scholarship, providing leadership in the discipline, and actively strengthening linkages with the education community.

The Department of Secondary Education

Applications are invited for a position in the area of **Career and Technology Studies (CTS), Business and Technology** area. The provincial CTS curriculum is a modularized program of studies that replaced practical arts, vocational education, and Business Education. The Business and Technology area, which includes studies in: financial management, information processing, business applications of computers, legal studies, business management, marketing, enterprise and innovation, and tourism studies, represents the evolution of the curriculum from Business Education.

The successful applicant will possess a relevant earned doctorate, have secondary school teaching experience either in CTS Business and Technology, or in an up-to-date equivalent in Education, and have a demonstrable record of university-level teaching, scholarly research and publication. The successful applicant will be responsible for instructing curriculum and instruction courses in the Business and Technology area, primarily at the undergraduate level, teaching and supervising graduate students, and developing and maintaining an active program of research.

The Department of Educational Policy Studies

Applications are invited for four positions: There are two positions in **Educational Administration and Leadership** - the primary area of expertise can be in any area of Educational Administration and Leadership, and can focus on either K to 12 schooling or postsecondary education.

Indigenous Peoples Education - Priority in hiring will be given to those versed in an Aboriginal worldview and its application in contemporary life, and who are able to counsel, supervise, and teach students from that perspective.

Theoretical, Cultural, and International Studies in Education - the primary area of expertise is International and Comparative Education studied from the perspective of one or more educational foundations disciplines. Applicants' research should focus on a geopolitical region and/or gender issues.

Applications for any of these positions should include a letter clearly indicating the position being sought and outlining your teaching experience and potential contributions to the specific Department, a curriculum vitae, a sample of scholarly work (reflecting your research interest), and the names only of three referees to:

Dr. Larry Beauchamp, Dean
Faculty of Education
845 Education South
University of Alberta
Edmonton, Alberta T6G 2G5

Applications will be evaluated commencing after April 1, 2004 and will continue until the positions are filled.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including disabled persons, members of visible minorities, and Aboriginal persons.

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■ **NATIVE STUDIES — Brandon University** is a leader in providing high quality education to over 3,000 full- and part-time students in arts, sciences, education, music, and health studies. Based in southwestern Manitoba, Brandon University also offers pre-professional and Masters programs, as well as innovative and award-winning outreach programs in a personalized learning environment. Brandon University is a recognized leader in Aboriginal Studies and includes the Department of Native Studies, the First Nations and Aboriginal Degree Program in Counselling, the Program for the Education of Native Teachers and a Bachelor of Fine Arts in Visual and Aboriginal Art. For additional information about Brandon University please visit our web site: www.brandonu.ca. The Department of Native Studies at Brandon University invites applications for a tenure-track position effective 1 August 2004. Applicants should possess an earned PhD at time of appointment, however applicants near completion will be considered. Candidates should also have demonstrated experience and interest in Aboriginal scholarship, familiarity with an Aboriginal community and, preferably, the ability to speak an Aboriginal language. The University especially welcomes applications from Aboriginal persons. Our current strengths lie in Aboriginal health, healing, community wellness and issues surrounding the curation of Aboriginal materials in museums. We are especially interested in candidates with a strong research program in the following areas: self-government, claims settlement, traditional environmental knowledge and Aboriginal rights. Individuals with expertise in other areas will also be considered. Rank and salary commensurate with qualifications and experience. Start date 1 August 2004. Deadline for applications: 1 March 2004. Interested candidates should forward their curriculum vitae, the names of three references, and supporting documentation on teaching and research activities to: Dr. Scott Grills (grillss@brandonu.ca), Dean of Arts, 270-18th Street, Brandon, Manitoba, Canada R7A 6A9. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Both women and men are encouraged to apply.

■ **NUCLEAR ENGINEERING — The University of New Brunswick** The Department of Chemical Engineering is seeking an outstanding scholar for a tenure track position at the rank of Assistant Professor with a specialty in Nuclear Engineering. Duties in the Department will include teaching undergraduate courses in the core Chemical Engineering curriculum, developing courses in the area of the appointee's research specialty at the senior undergraduate and/or graduate level, supervising graduate students and conducting research. Information about the Department and the Nuclear Engineering Research Group can be found at http://www.unb.ca/che. This position is subject to budgetary approval. The research specialty of the candidate is expected to complement that of the department's Research Chair in Nuclear Engineering, which has a strong capability in the chemistry, corrosion and mass transfer aspects of water coolant technology of nuclear reactors. The ideal candidate will have a PhD in Chemical Engineering, or be in the process of completing the degree. The appointee will be, or will be eligible to become, a registered Professional Engineer. Applicants should submit a covering letter of application, a curriculum vitae, a brief research proposal and the names and addresses of three referees to: Dr. D.H. Lister, Chair, Department of Chemical Engineering, University of New Brunswick, P.O. Box 4400, Fredericton, NB, E3B 5A3. Nominal closing date is 2004 February 27. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Applicants should indicate current citizenship status. The University of New Brunswick is committed to the principle of employment equity.

■ **NURSING — Brock University** The Department of Nursing invites applications for a probationary/tenure-track position at the rank of Assistant Professor, effective July 1, 2004. The Department of Nursing currently offers a BScN Degree in collaboration with Loyalist College, and a BScN Degree Completion Program. Applicants are expected to have a minimum of a Master's degree in Nursing with a PhD in Nursing or related discipline in progress. Preference will be given to candidates with expertise in mental health nursing and primary health care. Registration with the College of Nurses of Ontario is a requirement. Please send a letter of application, curriculum vitae and three letters of reference to: Dr. Linda Ritchie, Chair, Department of Nursing, Faculty of Applied Health Sciences, Brock University, St. Catharines, Ontario, Canada L2S 3A1. Closing date for applications is February 15, 2004 or until a suitable candidate is found. This position is subject to final budgetary approval. All qualified are encouraged to apply, however, Canadians and permanent residents will be given priority. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty; qualified women and men candidates are equally encouraged to apply. More information on Brock University can be found on the University's website www.BrockU.ca.

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■ **OBSTETRICS AND GYNECOLOGY — McGill University.** The Department of Obstetrics and Gynecology invites applications for the academic positions listed below. Applications are invited from MDs eligible to practice in Quebec, with certification in Obstetrics and Gynecology. Gynecological Oncologist: Candidate must have completed a fellowship in Gynecological Oncology and should demonstrate skills in medical education and research. Maternal-Fetal Medicine: Candidate must have completed a fellowship in Maternal-Fetal Medicine and should demonstrate skills in medical education and research. These positions are University hospital supported academic positions at the Assistant or Associate Professor level. Salary is commensurate with qualifications and experience. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment. Those interested should submit a letter describing their clinical experience, research interests, a curriculum vitae and the names of three references to: Dr. Seang Lin Tan, James Redmond Dodds Professor and Chairman, Department of Obstetrics and Gynecology, McGill University, Royal Victoria Hospital, 687 Pine Avenue West, Montreal, Quebec, Canada, H3A 1A1, Fax: (514) 843-1678, E-mail: seanglin.tan@muhc.mcgill.ca.

■ **OCCUPATIONAL THERAPY — The University of Western Ontario.** The School of Occupational Therapy invites applications for a probationary appointment at the rank of Assistant or Associate Professor. The successful candidate will preferably have expertise in physical and/or mental health, and will have a commitment to the implementation of principles of evidence-based practice. All qualified candidates will be considered. Responsibilities include: teaching assigned courses in both well established Master's entry level professional and MSc programs, supervision of graduate students, research related to occupational therapy and/or occupational science, and administrative duties within the School. Candidates must be Occupational Therapists with a PhD or near completion, be eligible for registration with the College of Occupational Therapists of Ontario (COTO), and provide clear evidence of occupational therapy clinical expertise. Preference will be given to candidates who are committed to an occupation-based curriculum and client-centred practice. Rank will be commensurate with experience and qualifications. The School is progressive, with a strong commitment to the development of occupational therapy as an academic discipline and is one of three schools comprising the Rehabilitation Sciences PhD program. The School has a research profile that receives both national and international recognition. We have excellent teaching and research facilities as well as clinical and community facilities to support the development of occupational therapy. Come join us in the realization of our educational and research missions. The effective date of the appointment is July 1, 2004. Interested applicants should send a letter of application outlining relevant experience and interests together with curriculum vitae and the names, addresses and contact numbers of three referees to: Dr. Thelma Sumsion, Director, School of Occupational Therapy, Room 2555B, Elborn College, The University of Western Ontario, London, Ontario N6G 1H1. Visit our website at http://www.uwo.ca/ths/ot. The deadline for receipt of applications is March 1, 2004. Please quote number HSO27 on all correspondence. Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

■ **ORAL BIOLOGY — The University of Western Ontario.** The Division of Oral Biology is seeking an outstanding candidate for a tenure-track (probationary) appointment at the rank of Assistant Professor. Exceptional applicants will be considered for an appointment at a higher level. Applicants must have a PhD or equivalent, at least 3 years postdoctoral experience and a research interest in skeletal biology. The successful candidate will also participate in the teaching and service activities of the Division of Oral Biology, and be considered for a cross-appointment in an appropriate basic science department within the Faculty of Medicine & Dentistry. The School of Dentistry, at The University of Western Ontario is seeking an outstanding candidate for a tenure-track (probationary) appointment in tissue engineering and regeneration at the rank of Assistant Professor. Applicants must have a PhD or equivalent, at least 3 years postdoctoral experience, and significant research accomplishments in one or more of the following fields: tissue engineering, cellular and molecular biology, regenerative medicine, stem cell biology, gene therapy or biomaterials science. The successful candidate will also contribute to the teaching and service activities of the School of Dentistry and Faculty of Medicine & Dentistry. Participation in graduate education will be made possible through a cross-appointment in an appropriate department within the university. It is expected that the successful candidates will establish an outstanding research program in their respective fields and join the CIHR Group in Skeletal Development and Remodeling, whose interests include the developmental biology of cartilage and bone, biomineralization, extracellular matrix, signal transduction and membrane biophysics. Individuals with significant accomplishments in other areas of research will be considered, so long as they are willing to contribute to the mission of the Group. The CIHR Group in Skeletal Development and Remodeling is housed within newly renovated laboratories and offices equipped with state-of-the-art instrumentation for confocal microscopy, ratiometric fluorescence imaging, patch-clamp electrophysiology, microphysiometry, gene array analyses, real-time PCR, micro-CT imaging and advanced protein purification. The University of Western Ontario is a research-intensive university that graduates students from a full range of academic and professional programs. For additional information, please see: www.uwo.ca, www.med.uwo.ca/research/skeletal-wb.htm and www.city.london.on.ca. Applicants should send 1) curriculum vitae, 2) reprints of selected publications, 3) brief statement of future research plans, and 4) names of three references to: Dr. S. L. Kogon, Director, School of Dentistry, The University of Western Ontario, London, ON Canada, N6A 5C1. Applications will be accepted until the position is filled. Expected start date is July 1, 2004. Position is subject to budgetary approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply, however Canadian Citizens and Permanent Residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

CAREERS CARRIÈRES

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■ **PATHOLOGY & MOLECULAR MEDICINE — Queen's University.** The Department of Pathology and Molecular Medicine in the Faculty of Health Sciences at Queen's University is seeking a full time Clinical Chemist to join its Division of Clinical Chemistry as Service Chief. This leadership position involves primary responsibilities in the provision and administration of clinical chemistry laboratory services at the Kingston General and Hotel Dieu Hospitals and within a regional laboratory outreach program. Teaching in undergraduate and postgraduate programs is an integral component of this position. There are excellent opportunities available for translational and basic research and departmental resources are available to support the development of an externally funded research program. The successful candidate will possess a PhD, or equivalent degree, and professional certification as a clinical chemist/biochemist (i.e. FCACB designation or equivalent). In addition, the candidate will have demonstrated administrative and leadership skills in management within a comparable laboratory setting. Expertise in biochemical genetics would be an asset. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Queen's University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians. Academic faculty at Queen's are governed by a collective agreement between the Queen's University Faculty Association and the University which is posted at www.queensu.ca/qufa. Review of applications will commence on February 16, 2004 and will continue until the position is filled. A letter of application accompanied by a curriculum vitae and the names and addresses of at least three referees should be directed to: Dr. Iain Young, Professor & Head, Department of Pathology and Molecular Medicine, Queen's University, Kingston, Ontario K7L 3N6, (613) 533-2850, (613) 533-2907 (Fax), E-mail: young@cliff.path.queensu.ca.

■ **PHARMACEUTICAL SCIENCES — Dalhousie University.** Applications are invited for a full time probationary tenure-track position in Pharmaceutics, Biopharmaceutics or Pharmacokinetics at the assistant professor level. A PhD in Pharmaceutical Sciences or a related field is required. A pharmacy degree and relevant teaching and post-doctoral research experience are desirable. The position is available August 1, 2004. The College of Pharmacy offers a fully accredited, problem-based learning (PBL) curriculum. The successful applicant will provide lectures, serve as a discipline expert and assist in the development of cases that integrate basic and pharmaceutical sciences with clinical practice and pharmaceutical care. Other responsibilities include participation in scholarly and service activities. Development of extramurally funded research is expected. Excellent opportunities exist to participate/collaborate in interdisciplinary research. The Scientist magazine has recently named Dalhousie University as the best non-commercial scientific institute for researchers outside the USA. The College of Pharmacy (www.dal.ca/pharmacy) is one of nine schools within the Faculty of Health Professions. Dalhousie University is located in Halifax, Nova Scotia, a small historic, vibrant city located in a province with lifestyle advantages such as music, festivals and ocean beaches. Interested individuals should submit a letter of application, curriculum vita, and the name, address, phone number, and e-mail address of three references to: Prof. Rita Caldwell, Director, College of Pharmacy, 5968 College Street, Dalhousie University, Halifax, Nova Scotia, Canada, B3H 3J5, fax (902) 494-1396, e-mail: Rita.Caldwell@Dal.Ca. Review of applications will begin February 1, 2004 and continue until the position is filled. Subject to budgetary approval and in accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Dalhousie University is an Employment Equity/Affirmative Action Employer. The University encourages applications from qualified Aboriginal peoples, persons with a disability, racially visible persons and women.

■ **PHILOSOPHY — Concordia University.** The Faculty of Arts and Science, has one limited-term appointment available in Philosophy of Mind. Please see our full-page display ad in this issue.

■ **PHILOSOPHY — The University of New Brunswick in Saint John.** The Department of Humanities and Languages invites applications for a nine-month sabbatical leave replacement position in Philosophy. This position will commence on August 1, 2004, and will be made at the Lecturer or Assistant Professor level. This position is subject to budgetary approval. The successful candidate will be expected to teach an introductory historical survey of western philosophy, as well as courses in health care ethics, critical thinking and symbolic logic. Applicants should be able to demonstrate a strong commitment to teaching. A PhD or near completion is required. Please send applications, including a curriculum vitae, and three letters of reference to: The University of New Brunswick in Saint John, Attention: Dr. Robert Moore, Chair, Department of Humanities & Languages, P.O. Box 5050, Saint John, NB, E2L 4L5. The deadline for receipt of applications is February 28, 2004. Questions concerning this position may be directed to Dr. Robert Moore, Chair at rjmoore@unbsj.ca. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Applicants should indicate current citizenship status. The University of New Brunswick is committed to the principle of employment equity.

■ **PHYSICAL & ENVIRONMENTAL SCIENCES — The University of Toronto at Scarborough.** The Department of Physical and Environmental Sciences seeks candidates for two tenure-stream faculty appointments in the Physics and Astrophysics group in the fields of geophysics and planetary physics/astrophysics to begin 1 July 2004. One appointment will be made at the level of Assistant Professor while the second appointment will be at a more senior level. The appointed faculty will join a physics/astrophysics group developing a new concentration in planets, both solar and extra-solar. This group will work in close collaboration with existing groups in environmental and earth science and in chemistry. We are seeking candidates who have outstanding research records to augment the present research strengths and who have a demonstrated capacity for excellence in teaching. Those appointed will be able to hold graduate appointments in the Graduate Department of Physics and the Graduate Department of Astronomy and Astrophysics, each of whom has active research groups in related areas. We also encourage close ties with the Canadian Institute for Theoretical Astrophysics (www.cita.utoronto.ca), hosted by the University of Toronto. The University of Toronto (www.utoronto.ca) offers the opportunity to teach, conduct research, and live in one of the most diverse cities in the world. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. Applicants should submit their curriculum vitae plus a statement of current research interests with future plans, and have at least three referees send letters, by February 6, 2004 to: Charles C. Dyer, Department of Physical and Environmental Sciences University of Toronto at Scarborough, 1265 Military Trail, Toronto, Ontario, M1C 1A4, Canada. Inquiries can be made via e-mail to janetr@utsc.utoronto.ca.

■ **PHYSICAL EDUCATION & KINESIOLOGY — Brock University.** The Department of Physical Education and Kinesiology is seeking qualified applicants with expertise in the socio-cultural aspects of sport and human movement for a probationary/tenure-track position at the rank of Assistant Professor effective July 1, 2004. The successful applicant should also be able to teach in the areas of political aspects of and policy issues in sport and physical activity; public policy applied to movement pedagogy or diverse populations is an asset. Applicants should have a completed doctorate, an established research profile, and the potential to secure funding for research. This position is subject to budgetary approval. The closing date for applications is February 15, 2004 and the review process will continue until the position is filled. Applicants must submit a letter of application, a statement of research interests, a curriculum vitae, and the names of three references to: Dr. Danny Rosenberg, Chair, Department of Physical Education and Kinesiology, Brock University, St. Catharines, Ontario, Canada L2S 3A1. E-mail: danny.rosenberg@brocku.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Brock University is committed to a positive action policy aimed at reducing gender imbalance among faculty; qualified women and men are encouraged equally to apply.

■ **PHYSICAL EDUCATION & KINESIOLOGY — Brock University.** The Department of Physical Education and Kinesiology is seeking applicants with expertise in the areas of adapted physical activity and disability studies for an instructional faculty position. The appointment is for a twelve (12) month period beginning on July 1, 2004, with the possibility of renewal. The successful applicant will be responsible primarily for teaching theoretical and applied courses that include, but are not limited to, foundations of adapted physical education and disability studies, functional and expressive movement for diverse populations, programming in disability studies, fitness and conditioning for persons with disabilities and chronic illness. The ability to teach developmental games and/or therapeutic interventions, and having community-based supervisory experience would be assets. This position is subject to budgetary approval. Applicants with a completed doctorate in a relevant or related discipline are preferred, although those near completion of the doctorate will be considered. The closing date for applications is February 27, 2004 and the review process will continue until the position is filled. Applicants must submit a letter of application, updated curriculum vitae, and the names of three references to: Dr. Danny Rosenberg, Chair, Department of Physical Education and Kinesiology, Brock University, St. Catharines, Ontario, Canada L2S 3A1, E-mail: danny.rosenberg@brocku.ca, Phone: 905-688-5550, ext. 4289. All qualified are encouraged to apply, however, Canadians and permanent residents will be given priority. Brock University is committed to a positive action policy aimed at reducing gender imbalance among faculty; qualified women and men are encouraged equally to apply.

■ **PHYSICAL THERAPY — The University of Western Ontario.** The School of Physical Therapy is pleased to announce a search for a Tier II (Junior) Canada Research Chair (CRC) at the Assistant or Associate Professor probationary (tenure-track) level in the area of musculoskeletal rehabilitation, with specific focus on physical activity, mobility and health. The CRC program has been established by the Government of Canada to enable Canadian universities to foster world-class research excellence. Details on the CRC program can be found at http://www.chairs.gc.ca. All CRC appointments are subject to approval by the CRC program in Ottawa. The anticipated starting date for the position will be July 1, 2004 or thereafter. The University of Western Ontario, with its affiliated teaching hospitals and research institutes, is known as one of Canada's premier centers for research in rehabilitation sciences and musculoskeletal health. The School of Physical Therapy is committed to building an international reputation in musculoskeletal health. It is one of five Schools within the Faculty of Health Sciences at UWO and has two masters level programs: 1) an entry level professional MPT program and 2) a research based MSc program. There is a unique orthopaedic stream within the MSc program in the School of Physical Therapy that attracts numerous MSc applicants each year and an interdisciplinary PhD program in Rehabilitation Sciences in the Faculty of Health Sciences. For more information, see http://www.uwo.ca/hhs/gp. The successful candidate will demonstrate an outstanding record of accomplishment in musculoskeletal rehabilitation research, as well as demonstrate the ability for leadership in collaborative research. Applications are encouraged from individuals in any area of musculoskeletal rehabilitation; however, preference will be given to those candidates with expertise in clinical trials or outcomes research in physical activity, mobility and health that is relevant for Physical Therapy. The successful candidate will be expected to develop a vigorous research program including the training of MSc and PhD students. Limited teaching in the MPT or MSc programs will also be expected. London, Ontario is a scenic city of 350,000 people with numerous cultural and recreational opportunities. It is located within a two-hour drive of both Toronto and Detroit in close proximity to several other major universities. Consideration of applications will begin following application deadline. The search will continue until the position is filled. Candidates should submit a curriculum vitae and a research plan and must arrange for at least three letters of reference to be sent to: Dr. S. J. Garland, Director, School of Physical Therapy, Room EC 1588, Elborn College, The University of Western Ontario, London, Ontario, N6G 1H1, Canada. The deadline for receipt of applications is February 16, 2004. Please quote number HS 026 on all correspondence. Position is subject to budget approval. Applicants should have fluent written and oral communication skills in English. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

■ **PHYSICS — The University of New Brunswick at Saint John.** Applications are invited for a probationary full time instructor position in the Department of Physical Sciences at the University of New Brunswick at Saint John. The successful candidate will be expected to teach and organize undergraduate Physics laboratories. The position will commence July 1, 2004. The Physics discipline of the Department offers undergraduate Physics courses for students in the first two years of a Physics major, as well as students from general science and engineering areas. Laboratory teaching is an important part of our undergraduate courses. We seek candidates with strong background in experimental Physics. Prior undergraduate teaching or laboratory experience will be an asset. A minimum of a Master of Science in Physics degree is required. Applicants are asked to submit a c.v., teaching dossier (including teaching philosophy and prior teaching experience) and arrange to have three letters of reference sent directly to: Dr. R. Humphries, Acting Chair of the Department of Physical Sciences, University of New Brunswick, P.O. Box 5050, Saint John, New Brunswick, E2L 4L5, fax (506) 648-5948, e-mail physsc@unbsj.ca. Review of applications will begin January 15, 2004. All qualified candidate are encouraged to apply, however, Canadians and permanent residents will be given priority. Applicant should indicate current citizenship status. The University of New Brunswick is committed to the principle of employment equity.

■ **PHYSICS — McGill University.** Research Associate, Computational Condensed Matter Physics. The Theoretical Condensed Matter group at the Department of Physics, McGill University, invites applications for a Research Associate position, available immediately, to participate a large project in computational nanoscience. PhD degree in theoretical and computational condensed matter physics. Strong and proven back ground in large scale computer modeling using DFT, tight-binding, and quantum molecular dynamics, for structural, electronic and transport analysis. Experiences in carbon nanotube theory and modeling, and in semiconductors, are required. Send letter of interest, resume, and three references to: Prof. Hong Guo, Department of Physics, McGill University, Montreal, QC H3A 2T8 Canada. The closing date of application is February 15, 2004. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents of Canada will be given priority. McGill University is committed to equity in employment.

■ **PHYSICS — The University of Waterloo.** The Department of Physics invites applicants for tenure-track positions at the Assistant, Associate, and Full Professor level in the one of the following areas of theoretical physics: (i) quantum gravity, including string theory, canonical quantization, black hole thermodynamics, non-commutative geometry, and other approaches; (ii) quantum information theory, including quantum computing, quantum algorithms, and quantum cryptography; (iii) astroparticle physics, including early-universe and inflationary cosmology, standard-model alternatives to dark matter and dark energy, gravitational lensing, and gravitational radiation.

FIRST NATIONS UNIVERSITY OF CANADA

President

5 Year Term (Renewable)

The First Nations University of Canada invites nominations, inquiries, and applications for the position of President for the First Nations University of Canada.

The First Nations University of Canada is a unique institution under the jurisdiction of the Indian Governments of Saskatchewan, the Federation of Saskatchewan Indian Nations (FSIN). The mission of the University is to "enhance the quality of life, and to preserve, protect and interpret the history, language, culture and artistic heritage of the First Nation people. The University will acquire and expand its base of knowledge and understanding in the best interest of First Nations and for the benefit of society by providing opportunities for quality bilingual, bi-cultural education under the mandate and control of First Nations of Saskatchewan". All University programs are accredited through the University of Regina.

The University is academically federated with the University of Regina and has a growing enrolment of over 2000 students and over 65 full time faculty. In addition to the main campus located in Regina, the University features two other campuses located in Saskatchewan's main centers. It offers on-campus degree and certificate programs, including some graduate programs, in Indian Art, Indian Education, Indian Communication Arts, Indian Languages, Indian Health Studies, Business and Public Administration, Indian Social Work, Indigenous Studies, Nursing, Dental Therapy, Environmental and Health Science, and Science disciplines. The University also provides off-campus classes and programs in First Nations communities within Saskatchewan and in other provinces and is also actively involved with Indigenous communities internationally through its Indigenous Centre for International Development.

Reporting to the Board of Governors, the President is responsible for the leadership and overall administration of the University. The candidate should have a willingness to work closely with faculty, staff, and students to foster and aim to fulfill the University's mission. The ideal candidate must have an earned doctorate from a recognized university, have demonstrated excellence in University teaching, have extensive administrative experience in a post-secondary institution and have the ability to interact effectively with First Nation and non-First Nation communities, governments and institutions. Knowledge of First Nations culture, values and traditions is essential.

All qualified candidates are encouraged to apply and review of applications will continue until position is filled. Applications and nominations should include a CV, a letter of introduction and the names of three referees, addressed in confidence to:

President's Office
First Nations University of Canada
1 First Nations Way
Regina, SK S4S 7K2
Phone:(306) 790-5950 Ext. 2100
Fax: (306) 790-5999
Website: www.firstnationsuniversity.ca

The First Nations University of Canada will give preference to, First Nations persons, Aboriginal persons and other designated group members. (SHRC-E93-T3).

Director of Research

Recognized as a leader in innovative education and academic excellence, Mount Saint Vincent University (MSVU) is primarily an undergraduate university with strong programs in arts, sciences and professional areas. MSVU also offers several graduate programs at the master's level and is planning to add a doctoral program in Education.

MSVU seeks a **Director of Research** to provide leadership for the administration of the University's research activities. The University's faculty are committed to research and to providing opportunities for involvement in research both to undergraduate and graduate students.

The successful candidate will have demonstrated outstanding research achievement in an academic setting, including experience in securing and administering research funding and collaborative/multidisciplinary research project management. MSVU seeks someone who can develop a supportive environment for faculty researchers and mentor and assist junior faculty, and who can provide appropriate communication with academia, government and business at local, national and international levels. The successful candidate must appreciate the broad role of traditional and non-traditional research at MSVU, and demonstrate an appreciation for the distinctive aspects of research in the humanities, social and natural sciences, professional studies and education.

The Director of Research reports to the Vice-President (Academic) and works closely with the Deans of Arts and Science, Education and Professional Studies, and the Director of International Programs. The appointment will take effect on July 1, 2004 for an initial five-year term, renewable following review. The successful candidate will hold a faculty appointment in the appropriate academic department.

The search committee will begin considering applications on **February 27, 2004**, and will continue until the position is filled. Applications, including cover letter, current curriculum vitae, names and contact information for three references (who will not be contacted without the consent of the applicant) and a statement of vision for the role of Director of Research, should be submitted to: Dr. Donna Woolcott, Vice-President (Academic), Mount Saint Vincent University, 166 Bedford Highway, Halifax, NS B3M 2J6, email: donna.woolcott@msvu.ca, fax: (902) 443-3813.

Mount Saint Vincent University is committed to the principles of employment equity and encourages applications from all qualified candidates including women, aboriginal persons, visible minorities and persons with disabilities. Priority will be given to Canadians and permanent residents.

Discover the difference. GO

MOUNT SAINT VINCENT UNIVERSITY

Excellence • Innovation • Discovery www.msvu.ca

CAREERS CARRIÈRES

All applicants must have a PhD degree, a record of exceptional research accomplishments and promise for excellence in teaching. Junior-level applicants must be able to demonstrate excellent potential for research. Salary range commensurate with qualifications and experience. Candidates should submit by regular mail a curriculum vitae, an outline of present research program, a brief future research plan, and a statement of their teaching goals. Arrangements should be made for three letters of reference to be sent. Materials should be addressed to the Chair, Department of Physics, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1, Tel: (519) 888-4567, Ext. 6831; E-mail: physics@uwaterloo.ca. Applications will be considered at any time until the position is filled. We encourage applications from all nationalities. Further information about the Department can be found on our Web page http://www.science.uwaterloo.ca/physics. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

■ **PHYSICS — The University of Waterloo.** The Department of Physics and the Institute for Quantum Computing are pleased to announce a search in the field of experimental quantum information (although exceptional theorists could also be considered) for a tenure-stream faculty member, at the Assistant Professor level. Applications for more senior positions could however be considered. The successful candidate will interact with faculty members of the Physics Department and be a member of the newly created Institute for Quantum Computing at the University of Waterloo. He/She will also have the opportunity to participate in activities at the nearby Perimeter Institute for Theoretical Physics. Responsibilities will include the supervision of graduate students, as well as some teaching at the undergraduate and graduate levels. We invite the candidates to visit our websites www.science.uwaterloo.ca/physics and www.iqc.ca. A PhD and significant evidence of excellence in research and the potential for effective teaching are required. Candidates should submit by regular mail a curriculum vitae, an outline of research accomplishments, a brief research plan, a statement of their teaching goals, up to 5 selected reprints/preprints and at least 3 letters of reference to Prof. Raymond Laflamme, Chair, Quantum Computation Appointments Committee, Department of Physics and Institute for Quantum Computing, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1, e-mail: laflamme.ca, phone: (519) 888-4021, fax: (519) 746-8115 by March 15th 2004. Salary will depend on the candidate's qualifications. The starting date is of September 1, 2004 or thereafter. All qualified candidates are encouraged to apply, including women, members of visible minorities, native peoples and persons with disabilities; however, Canadian citizens and permanent residents will be given priority. This appointment is subject to the availability of funds. More than one position may be available depending on our funding situation.

■ **PLANNING — The University of Waterloo.** Applications are invited for an Assistant or Associate Professor tenure track faculty position in Regional Analysis (Demographics and Economics). The candidate will have a background that demonstrates both scholarly interest and experience in the theory and practice of demographic and economic analysis in a regional development context. Professional experience in leading or managing regional analysis project is an asset, and knowledge or experience in Planning policy development is important. In addition to being able to teach Planning analysis at the regional scale, the candidate should be able to teach a broad selection of Planning courses including statistical methodology, modelling and simulation. The candidate will have a record of scholarly activity and an active research plan. The successful candidate will: teach undergraduate and graduate planning students, be capable of supervising doctoral graduate student research, and conduct research. Applicants must have a PhD The appointment will be effective July 1, 2004. Applications must include a letter of application (stating career objectives, approach to learning and teaching, and research goals), a current curriculum vitae, a sample of selected recent scholarly work, and names (with contact information) of four referees. The first stage in the review of applicants will be based on the letter of application, and CV. The committee begin to review applicant files on January 15, 2004; it will contact the referees of those being considered to progress into the second stage of review. Dr. Ross T. Newkirk, Director, School of Planning, Faculty of Environmental Studies, University of Waterloo, Waterloo, ON N2L 3G1. Newkirk@watserv1.uwaterloo.ca. The School of Planning is part of the Faculty of Environmental Studies that includes a School of Architecture, a Department of Environment and Resource Studies, and a Department of Geography. There is a Watershed Analysis and Planning Laboratory in the School of Planning, and research groups and labs in the Faculty. In addition, it has a Heritage Resource Centre that undertakes research and professional education involving both natural and built environments, and Mapping, Analysis and Design technical unit that provides computing facilities and professional staff to support teaching and research in GIS, remote sensing, computer aided design, modelling and simulation. Additional information about the Faculty may be found at: http://www.fes.uwaterloo.ca/. The successful candidate will be able to consult and participate broadly with colleagues in the Faculty and will have access to advanced computing and other research and teaching facilities. All qualified candidates are encouraged to apply; however Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This position is subject to the availability of funds.

■ **PLANNING — The University of Waterloo.** Applications are invited for an Assistant Professor tenure track position in Infrastructure Planning and Transportation. This appointment may be made in the School of Planning or jointly in Planning and Civil Engineering. The candidate will have a background that demonstrates both scholarly interest and experience in the conceptualization, needs assessment for and planning of infrastructure projects and transportation facilities; skills in GIS and data management could be beneficial, in particular the various aspects of public consultation, methods for informing, engaging and involving people in decision making related to major public projects will be an asset. Applicants are expected to be able to teach and advise in the applied methods areas. The candidate should have a record of scholarly activity and an active research plan. The successful candidate will: teach undergraduate and graduate students, be capable of supervising masters and doctoral graduate student research, and conduct research in the area of transportation and infrastructure planning as it relates to the natural, human and built environment. Applicants must have a PhD, and hold or qualify for P.Eng and/or MCIP. The appointment will be effective July 1, 2004. Applications must include a letter of application (stating career objectives, approach to learning and teaching, and research goals), a current curriculum vitae, a sample of selected recent scholarly work, and names (with contact information) of four referees. The first stage in the review of applicants will be based on the letter of application, and CV. The committee will begin to review applicant files after January 15, 2004; it will contact the referees of those being considered to progress into the second stage of review; this will be followed by on-campus interviews for selected individuals. Dr. Ross T. Newkirk, Director, School of Planning, Faculty of Environmental Studies, University of Waterloo, Waterloo, ON N2L 3G1. Newkirk@watserv1.uwaterloo.ca. The School of Planning is part of the Faculty of Environmental Studies that includes a School of Architecture, a Department of Environment and Resource Studies, and a Department of Geography. There is a Watershed Analysis and Planning Laboratory in the School of Planning, and research groups and labs in the Faculty including a Mapping, Analysis and Design technical unit that provides computing facilities and professional staff to support teaching and research in GIS, remote sensing, computer aided design, modeling and simulation. Additional information about the Faculty and the School of Planning may be found at: http://www.fes.uwaterloo.ca/. The Department of Civil Engineering is in the Faculty of Engineering. It has a Transport Group that has extensive teaching, research and contract experience. As a department in the Faculty of Engineering, faculty members have access to extensive support and laboratory facilities. Additional information about the transport group in the Department of Civil Engineering may be found at: www.civil.uwaterloo.ca/transportation. The successful candidate will be able to consult and participate broadly with colleagues in both Faculties and elsewhere in the university and will have access to advanced computing and other research and teaching support.All qualified candidates are encouraged to apply, however Canadian citizens and permanent residents will be give priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This position is subject to the availability of funds.

■ **POLITICAL SCIENCE — McMaster University.** The Department of Political Science invites applications for a full-time tenure-track position at the rank of Assistant Professor, commencing July 1, 2004, in the area of public policy and administration. The successful candidate will have a strong background in organizational theory and theories of public-sector management and be able to contribute to the Department's PhD program in Comparative Public Policy. Specializations could include administrative law, financial management, human resources management, or another specialization in public administration. The appointee will be expected to carry out an independent research program yielding significant peer-reviewed publications, compete successfully for external funding to support this research program; teach effectively in undergraduate courses in Political Science, and engage in effective teaching and supervision of master's and PhD students in the Department of Political Science. Further information on the Department of Political Science can be found at www.mcmaster.ca/polisci. Preference will be given to candidates with a completed PhD in

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UNIVERSITY OF ALBERTA
EDMONTON, ALBERTA, CANADA

www.careers.ualberta.ca

Professor and Chair, Department of Physiology

The Faculty of Medicine and Dentistry, University of Alberta invites applications for a full-time academic tenured position as Professor and Chair, Department of Physiology. The position requires a candidate who has an international reputation as a scholar, has outstanding and innovative research accomplishments or recognition as an excellent emerging researcher, thereby contributing to the University's reputation as a leading research-intensive post-secondary institution. The Chair is responsible for a Department with 19 faculty. The successful candidate should have experience teaching and will be responsible for ensuring full participation of the Department in undergraduate education programs and for the continued development of a vigorous graduate research program. The opportunities in research are enhanced by the support of the Alberta Heritage Foundation for Medical Research, the newly-established Alberta Heritage Foundation for Science and Engineering Research and by the presence in Edmonton of the National Institute of Nanotechnology.

The Faculty of Medicine and Dentistry and Capital Health (CH) represent one of Canada's leading academic health science centres in one of the largest integrated health delivery regions. With annual budgets of $200 million and $2.0 billion respectively, the two organizations are recognized nationally and internationally for their combined leadership in research, education and clinical service.

Information about the Department of Physiology can be found at www.physiology.ualberta.ca. Details about the Faculty of Medicine and Dentistry, University of Alberta, and Edmonton can be found on the Faculty's website at www.med.ualberta.ca

Interested candidates should submit an up-to-date curriculum vitae and a two-page document outlining their current research interests, leadership experience, educational philosophy, and thoughts about how to meet the challenges of academic leadership in an integrated health region. The names and addresses of three referees should be included. Interested individuals are asked to submit their material by February 29, 2004 to:

Dr. D. Lorne J. Tyrrell
Dean, Faculty of Medicine and Dentistry
University of Alberta
2J2 WC Mackenzie
Health Sciences Centre
8440 – 112 Street
Edmonton, Alberta, Canada T6G 2R7

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

UNIVERSITY OF ALBERTA
EDMONTON, ALBERTA, CANADA

www.careers.ualberta.ca

Chair, Department of Electrical and Computer Engineering

Applications and nominations are invited for the position of Chair of the Department of Electrical and Computer Engineering. The Department provides undergraduate programs in Electrical Engineenng, Computer Engineering including a Software Option, and Engineering Physics. There is a combined target enrollment of 285 new students entering the second-year of these programs each year. The Department has a strong graduate program with over 300 graduate students currently following MEng, MSc and PhD programs, and the Department is committed to significant further growth in this area. The Department has recently moved into the new Electrical and Computer Engineering Research Facility (ECERF) and the new Engineering Teaching and Learning Complex (ETLC) that provide approximately 400,000 sq.ft. of well-equipped space supporting education and research in areas such as nanotechnology, communications, power systems, control systems, signal processing, photonic and laser systems, and computer and software engineering. Research in the Department is supported by a wide variety of governmental and industrial organizations, with over $14 million in externally sponsored research funds received in 2002-03. The Department has recently experienced considerable growth and currently has 50 full-time faculty members as well as new funding for several additional faculty positions.

The Chair of the Department of Electrical and Computer Engineering is a key academic leader responsible to the Dean of Engineering for the development, supervision and administration of the academic programs, budget and all other activities of the Department. We are seeking dynamic candidates who possess the teaching, research and administrative experience to provide effective leadership in a Faculty committed to excellence in education and scholarship. This tenured appointment, which will be at the rank of Professor, will take effect on July 1, 2004, or as soon as possible thereafter.

Written nominations or applications, accompanied in the latter case by a resume of qualifications and experience, and the names of three referees, should be submitted by February 16, 2004 to:

Dr. David T. Lynch, P.Eng.
Dean, Faculty of Engineering
University of Alberta
E6-050 Engineering Teaching and Learning Complex
Edmonton, AB T6G 2V4
Telephone: (780) 492-3596

Electronic documents should be provided to: lynne.roberge@ualberta.ca

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

Simon Fraser University
Limited-Term Lecturer
Biological Sciences

The Department of Biological Sciences is seeking to fill a Limited-term Lecturer position starting in May 2004. The successful candidate should be able to teach second- and third-year courses such as developmental biology, genetics, cell or animal physiology, as well as introductory biology courses.

A PhD is preferred and previous experience is required, including full responsibility for preparation and instruction of courses. The initial appointment will be made for one year, with possible renewal for up to 5 years. Review of applications will begin on February 15th 2004, and the search will remain active until the position is filled.

Applicants should send a curriculum vita, statement of teaching experience, and three letters of reference to: **Dr. Tony D. Williams, Chair, Department of Biological Sciences, Simon Fraser University, 8888 University Drive, Burnaby, B.C. V5A 1S6, Canada**; Fax: 604 291 4312.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The appointment is subject to final budgetary approval by the University. Simon Fraser University, located in the greater Vancouver area, is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

Simon Fraser University
Canada Research Chair
in Environmental Biology

The Department of Biological Sciences is seeking to fill a Canada Research Chair in Environmental Biology, as defined by Simon Fraser University's Strategic Research Plan (http://www.sfu.ca/vpresearch/crc). Appointments normally will be made at the assistant or associate professor level for the Tier II Canada Research Chairs and at the full professor level for the Tier I Canada Research Chairs. Eligibility and qualification requirements for CRCs are available at http://www.chairs.gc.ca.

Successful candidates will pursue vigorous, externally funded research programs that include the training of graduate students. Review of applications will begin on February 15th 2004, and the search will remain active until the position is filled.

Applicants should send a curriculum vita, three representative reprints, a one-page summary of their research objectives, and contact details for three referees to: **Dr. Tony D. Williams, Chair, Department of Biological Sciences, Simon Fraser University, 8888 University Drive, Burnaby, B.C. V5A 1S6, Canada**; Fax: 604 291 4312

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The appointment is subject to final budgetary approval by the University. Simon Fraser University, located in the greater Vancouver area, is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

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ads@caut.ca

CAREERS CARRIÈRES

Political Science or its equivalent but candidates who are near completion may also be considered. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given first for this position. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities. Applications including a curriculum vitae, a representative sample of academic writing, three letters of reference and teaching dossier including outlines for a graduate level public administration course and an undergraduate political science course should be sent to: Dr. Tony Porter, Chair, McMaster University, Department of Political Science, 1280 Main Street West, Hamilton, ON L8S 4M4 Canada. The closing date for applications is Friday, February 6, 2004.

■ **POLITICAL SCIENCE — Concordia University.** The Faculty of Arts of Science, has up to five limited-term appointments available to teach introductory courses in Political Science. Please see our full-page display ad in this issue.

■ **PSYCHOLOGY — Algoma University.** The Department of Psychology at Algoma University College invites applications for a two-year term appointment at the rank of Assistant Professor commencing January 1, 2004 or July 1, 2004, depending on candidate availability. The successful candidate must have completed a PhD or be near completion, with some teaching experience and the potential to develop a quality research program and participate in the affairs of the department. The candidate should be able to teach in one or more of the following specialized areas: abnormal psychology, clinical/forensic psychology, neuropsychology, physiological psychology, social psychology and psychometrics/statistics/design. Algoma University College offers more than 25 undergraduate degree programs and has fewer than 1000 students. At Algoma U, students maximize their university experience with small class-sizes, hands-on research opportunities, knowledgeable faculty, and community spirit. On-campus residences and an athletic centre add to the amenities of our beautiful campus. Algoma University College is an affiliate of Laurentian University and is located in Sault Ste. Marie, Ontario at the heart of the Great Lakes on the Canada-US border. Our city, of approximately 75,000, is a designated International Safe Community by the W.H.O., and offers easy access to boating, hiking, skiing, sledding, biking trails, and eco-tour experiences. For more information, please visit Algoma U's website at www.auc.ca and Sault Ste. Marie's website at: www.sault-canada.com. Applicants should submit a complete curriculum vitae, a description of their teaching experience, a statement of their teaching philosophy, and arrange for three letters of recommendation from professional references and official academic transcripts to attention of: Dr. Arthur H. Perlini, Academic Dean, Algoma University College, 1520 Queen Street East, Sault Ste. Marie, Ontario, P6A 2G4. You may also contact via email perlin@auc.ca or telephone (705) 949-2301 ext. 232 for more information. Applications will be considered until the position is filled.

■ **PSYCHOLOGY — Concordia University.** The Faculty of Arts and Science, has up to seven limited-term appointments available in its Department of Psychology. Please see our full-page display ad in this issue.

■ **PSYCHOLOGY — Brock University.** The Department of Psychology invites applications and nominations for a tenure stream appointment effective July 1, 2004, subject to final budgetary approval. A PhD in psychology is preferred (applicants without a completed PhD will be considered for an appointment at the rank of Lecturer), together with successful teaching experience and potential for independent research and scholarship in the area of Developmental Psychology. The successful candidate will be expected to teach and supervise students at the undergraduate and graduate levels, to be engaged in independent research and scholarly activities, and to participate in the affairs of the department. Applications will be considered until the position is filled, but the selection process will begin on February 13, 2004. Please send a letter of application outlining your background, a curriculum vitae, reprints/preprints of published work, and arrange for three confidential letters of reference to be sent to: Dr. Dawn Good, Chair, Department of Psychology, Brock University, St. Catherines, Ontario, Canada, L2S 3A1 (Phone: 905-688-5550, ext. 3543; Fax: 905-688-6922; E-mail: dwithers@spartan.ac.brocku.ca). More information on the Brock University Psychology Department can be found at www.psyc.brocku.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty; qualified women and men are equally encouraged to apply.

■ **PUBLIC POLICY — The University of Regina,** Departments of Economics and Political Science invite applications for a tenure-track appointment, rank to be determined, although an appointment at the Assistant Professor level would be preferred, commencing July 1, 2004. The successful candidates will have a PhD completed or equivalent combination of graduate education and other experience; a demonstrated commitment to teaching and scholarship; and an ability to teach courses in the fields of Economics and Political Science that relate to Canadian Public Policy. The ability to teach and do research in the public policy areas of agriculture policy and/or aboriginal policy is prefered, but all public policy areas will be considered. Applicants should submit a curriculum vitae, arrange for the forwarding of three letters of reference supporting both teaching and research scholarship, and copies of previously taught course outlines and teaching evaluations to: Dr. R. Fisher, Dean, Faculty of Arts, University of Regina, Regina, Saskatchewan, S4S 0A2., (Fax: (306) 585-5368). Deadline for applications is January 15, 2004. Inquiries concerning these positions may be directed to Dr. Harvey King, Acting Head, Department of Economics at Harvey.King@uregina.ca, or Dr. Howard Leeson, Head, Department of Political Science at: Howard.Leeson@uregina.ca. Further information about the University is available at http://www.regina.ca/. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Regina is committed to the principles of employment equity and is a partner in the Aboriginal Employment Development Program.

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■ **RACISM, VIOLENCE & HEALTH (RVH) RESEARCH — Dalhousie University.** The RVH Project, currently in its second year of five-year CIHR funding, is looking for a Project Coordinator. The research team is working with African Canadian community members in Halifax, Toronto, and Calgary to study the impact of violence — including the violence of racism — on health and well being. The project has an ambitious mixed-methods research program that includes significant community involvement. Investigators include Dr. Wanda Thomas Bernard (Team Leader, Dalhousie University); Dr. Carl James (York University); Dr. Akua Benjamin (Ryerson University); Dr. David Este (University of Calgary); and Dr. Carol Amaratunga (University of Ottawa). The project website (www.dal.ca/rvh) has details concerning qualifications, responsibilities, and remuneration. Although applications will be reviewed January 31, 2004, the competition will remain open until the position is filled. Dr. Wanda Thomas Bernard, RVH Project, Dalhousie University, 6414 Coburg Road, Halifax, NS B3H 3J5. wanda.bernard@dal.ca.

■ **RECREATION MANAGEMENT — Brock University.** The Department of Recreation and Leisure Studies invites applications for a tenure track position in the management of recreation and leisure services at the assistant professor level effective July 1, 2004. Candidates should have a PhD in recreation and leisure studies or a related field. Preference will be given to those candidates with the ability to teach and/or conduct research in one or more of the following substantive areas: recreation program planning and supervision, recreation administration; managing recreation service organizations; issues in recreation service delivery. Secondary consideration will be given to candidates who would teach and/or conduct research also in a core area consisting of: leisure studies theory, research methods, and/or practice, including contemporary issues in leisure studies, issues in leisure and lifestyles, quantitative and/or qualitative research methods, social psychology, administration of leisure service organizations, leisure services fieldwork, and/or sociology of leisure. A letter of application, a curriculum vitae, and the names of three referees should be submitted to: Dr. Anna Lathrop, Chair, Department of Recreation and Leisure Studies, Faculty of Applied Health Sciences, Brock University, St. Catharines, Ontario, L2S 3A1. Applications will be accepted until February 6, 2004 or until a suitable candidate is found. This position is subject to final budgetary approval. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty; qualified women and men candidates are equally encouraged to apply. More information on Brock University can be found on the University's website www.BrockU.ca.

■ **RELIGION — Concordia University.** The Faculty of Arts and Science, has up to three limited-term appointments available, one each in Judaic Studies, Hindu Studies and East Asian Religions. Please see our full-page display ad in this issue.

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■ **SOCIAL SCIENCE — The University of Western Ontario.** The Faculty of Social Science invites applications for an Assistant Professor (tenure-track, probationary) appointment, effective July 1st, 2004. The successful candidate will have primary teaching responsibilities within the newly-formed program in First Nations Studies. This program, established in collaboration with the Anishnabwe and Haudenosaunee communities of Southwestern Ontario, balances linguistic/cultural and political/legal perspectives. Specialization is open, but a focus on indigenous knowledge and fluency in an Aboriginal language is desirable. Although the primary appointment will be in the Department of Anthropology, candidates with expertise in other Social Science disciplines will be considered. Applicants must have (or be near completion of) a PhD or equivalent degree and are expected to maintain an active research and publication program, teach undergraduate and graduate courses and provide graduate student supervision. Applicants should send a curriculum vitae, relevant reprints, evidence of teaching excellence and the names and addresses of 3 referees by the closing date to: Chair, First Nations Studies Search Committee, c/o Brian Timney, Dean, Social Science Centre, The University of Western Ontario, London, Ontario, Canada N6A 5C2, Phone: (519) 661-3430, Fax: (519) 661-2157. Closing date for applications: March 1, 2004. More information on the Department is available at http://www.ssc.uwo.ca/anthropology. Positions are subject to budgetary approval. Applicants should have fluent writing and verbal communication skills in English. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

■ **SOCIAL STUDIES & ABORIGINAL EDUCATION — The University of Winnipeg.** The Bachelor of Education at The University of Winnipeg is a 5-year integrated program that stresses an interdisciplinary and collaborative approach to teacher education. In keeping with its mandate the program also provides an additional focus on the

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Saint Mary's University
Halifax, Nova Scotia, Canada

Dean of Graduate Studies and Research

Saint Mary's University invites applications for the position of Dean of Graduate Studies and Research. This appointment will be the first full-time decanal appointment to the Faculty of Graduate Studies and Research since its establishment in 2001. The successful candidate will also be appointed to a tenured position in an appropriate academic department.

Saint Mary's University is uniquely committed to serving the local, regional, national and international communities, a commitment which it realizes through outreach activities, community-based research programs, and contributions to life-long learning. Its distinctly international character is reflected in its proportion of international students and success in securing funding for international projects. Saint Mary's currently has a complement of over 200 faculty members, nearly half of whom have been appointed in the last ten years. A significant portion of the faculty has external research funding.

A sustained policy of academic renewal has enhanced research activities and allowed for the development of a broad spectrum of disciplinary and interdisciplinary graduate programs in Arts, Business and Science. There are currently two doctoral and fifteen master's degrees, plus two graduate diplomas. Research centres and institutes exist in areas of special strength including Atlantic Canada Studies, Computational Astrophysics, Occupational Health and Safety, Leadership Excellence, and Ethics and Public Affairs. Further growth in graduate studies and continuous strengthening of the research culture have been identified as strategic priorities in the Academic Plan for the University.

Reporting to the Vice-President Academic and Research, the Dean will be responsible for the administration of the Faculty of Graduate Studies and Research, the development and implementation of internal policies, and fostering positive external relations. The Dean will be the chief advocate for graduate studies and research at Saint Mary's and for the interests of graduate students. She/he will also be responsible for promoting community partnerships and for maintaining a strong tradition of involving undergraduate students in research.

Candidates should have a record of success in research and in obtaining research funding; proven leadership qualities and administrative ability; an extensive knowledge of research policy, funding opportunities, and of emerging trends in the research community. They should also display a commitment to collegiality, an innovative spirit, a strong sense of ethics and fairness, and the vision and energy to champion interdisciplinary and cross-faculty collaboration.

Applications, including a detailed curriculum vitae and the names and addresses of three referees, should be addressed to the **Search Committee for Dean of Graduate Studies and Research, c/o Dr. T. Murphy, Vice-President, Academic and Research, Saint Mary's University, Halifax, N.S. B3H 3C3**, no later than **March 31, 2004**. The appointment will be effective July 1, 2004 or as soon thereafter as possible.

In accordance with Canadian Immigration requirements, preference will be given to Canadian citizens and permanent residents. Saint Mary's University is committed to the principles of employment equity. Visit our web site at **www.smu.ca**.

Lakehead UNIVERSITY

VICE PRESIDENT—RESEARCH

Lakehead University, a comprehensive institution with about 7,500 students, is located in Thunder Bay, Ontario on the northwest shore of Lake Superior. The University has doubled research support during the past three years to over $10 million annually in 2003. Lakehead is committed to continuing to foster a research environment by expanding graduate programming and strategically investing in research initiatives that build on existing and developing strengths in natural resources, health sciences, business, sciences, arts and humanities, social sciences, engineering, education and multi-disciplinary studies.

The Vice President-Research is expected to provide leadership for the research enterprise at the University and ensure that the Northwestern Ontario Cancer Research Institute (NWOCRI), the Paleo-DNA Lab, the Lakehead University Centre for Analytical Services (LUCAS), numerous research centres, the Canada Research Chairs program, the Canada Foundation for Innovation program, the Ontario Innovation Trust, Ontario Research and Development Challenge Fund, and other institutional research interests are fostered and developed. He/She will continue to build momentum in the research agenda with the goal of moving Lakehead into the top 25 research universities in the country within the next 5-10 years. Lakehead is seeking a leader with vision, excellent research credentials, including a PhD in one of the University's disciplinary areas, and strong administrative and interpersonal skills. The individual must be familiar, and have experience, with federal research funding agencies and ideally understand the Ontario research environment. The VP-Research is a member of the Administrative Executive Committee and reports directly to the President.

If interested in being a primary force in helping Lakehead University continue to build its research strength and compete with the top universities in Canada for research support, intellectual property development and commercialization ventures, apply by **March 1, 2004** outlining your background and suitability for the position, the names and contact information for at least three references who may be contacted if short-listed, and a full curriculum vitae. For more information on Lakehead University visit our website at www.lakeheadu.ca.

Applications should be sent to:

Dr. Frederick F. Gilbert, President
Chair, VP (Research) Search Committee
Lakehead University
955 Oliver Road
Thunder Bay, ON P7B 5E1

or emailed to Bev.Bicknell@lakeheadu.ca

All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Lakehead University is committed to employment equity, welcomes diversity in the workplace and encourages applications from all qualified applicants, including women, individuals within visible minorities, Abariginal persons, and persons with disabilities.

Canada Research Chair, Information Society and Culture

Acadia University, Wolfville, Nova Scotia

Acadia University invites applications for a Tier II Canada Research Chair under the theme "Information Society and Culture." The chairholder will be expected to take a leadership role in enhancing Acadia's research scholarship in one or both of the following major research themes:

The Information Society, Learning and Teaching Technology thematic focus defines independent and collaborative research at Acadia on the promise and peril of the Digital Era. Scholarship at Acadia directed towards understanding the Information Society is particularly distinctive, given that Acadia faculty continue to contribute to and work within the revolutionary new computer-mediated learning environment that is the *Acadia Advantage*.

Culture and Civilization has been identified as an important theme in a period of significant socio-political economic transition, and profound scientific and technological development. The university engages and promotes discipline-based research as well as pan-university discourse and research on the ethical, cultural, and political parameters of our increasingly global, diverse, co-existence.

Applications must include a curriculum vita, a summary of current research and, in keeping with the Canada Research Chair guidelines (www.chairs.gc.ca), an outline of an innovative research proposal. Candidates should include the names, addresses, phone numbers, and e-mail addresses of three people providing letters of reference. The candidate should send the application and arrange to have three letters of reference sent to:

Dr. Thomas Ellis
Dean, Research and Graduate Studies
Acadia University, Wolfville, NS, B4P 2R6
Tel: (902) 585-1498, Fax: (902) 585-1096
E-mail: thomas.ellis@acadiau.ca

The search committee will begin its review of applications on **January 12, 2004.**

In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Acadia University is an Equal Opportunity Employer.

ACADIA UNIVERSITY

CAREERS CARRIÈRES

preparation of teachers to meet the needs of urban and inner city students. The B.Ed. Program at The University of Winnipeg invites applications from qualified men and women for two tenure-track positions at the rank of Assistant Professor. Subject to budgetary approval, these appointments are effective July 1, 2004. Rank and salary are commensurate with qualifications and experience. Applicants must have a commitment to undergraduate teaching and research. Experience within the K–12 systems and at the post-secondary level is desirable as well as background in urban and inner city issues. It is preferred that applicants have a doctoral degree or be near completion. The first position is in the area of social studies education. The successful candidate will have teaching responsibilities in some combination of early, middle and senior years social studies curriculum and instruction courses and will be expected to provide curriculum leadership in the area. The second position is in the area of Aboriginal education. The successful candidate will be expected to develop and teach courses in this area. Applicants should have extensive knowledge of Aboriginal culture and expertise in the approaches to educational programming which meet the needs of Aboriginal students, particularly within an urban context. The successful applicant will be expected to provide leadership in curriculum development with respect to Aboriginal education as an important focus throughout the entire program. In accordance with Canadian immigration requirements, this advertisement is initially directed to Canadian citizens and permanent residents of Canada. The University of Winnipeg is committed to employment equity, welcomes diversity in the workplace and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons and persons with disabilities. Interested candidates should, by February 28, 2004, send a curriculum vitae, including the names of three referees, to Dr. Annabelle Mays, Dean of Education, The University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba, Canada, R3B 2E9. Fax: (204) 772 7980; e-mail: a.mays@uwinnipeg.ca. For more information about The University of Winnipeg and the B.Ed. Program, see our website at www.uwinnipeg.ca.

■ **SOCIOLOGY — Brock University.** The Department of Sociology invites applications for a probationary (tenuretrack) position at the rank of Assistant Professor, effective July 1, 2004, subject to final budgetary approval. The successful candidate will be expected to teach classical sociological theory and/or contemporary social theory, as well as contribute to the departmental undergraduate concentration in social justice and to the graduate program in social justice and equity studies. The Department of Sociology offers a dynamic and innovative program, open to new ideas and perspectives. Applicants should specify all teaching and research interests. Applicants demonstrating a global perspective are particularly welcome. Other activities will include developing an independent research program and involvement in the academic community. The successful candidate will have a recently completed PhD in Sociology, or a related discipline, and evidence of successful undergraduate teaching. Applicants should submit by, February 10, 2004, a letter of application accompanied by a curriculum vitae, selected reprints of published work, and three letters of reference to: Dr. Murray Smith, Chair, Department of Sociology, Brock University, St. Catharines, Ontario, L2S 3A1, Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty; qualified women and men candidates are equally encouraged to apply. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ **SOCIOLOGY — Concordia University.** The Faculty of Arts and Science, has up to three limited-term appointments available in its Department of Sociology and Anthropology. Please see our full-page display ad in this issue.

■ **SOCIOLOGY — The University of Waterloo.** Applications are being accepted for a tenure-track position at the Assistant Professor level in the area of the sociology of health beginning July 1, 2004. A completed doctorate, or completion by the starting date, is required along with strong evidence of research and teaching promise and likelihood of success in external grants competitions. Duties include research, teaching at the undergraduate and graduate levels, graduate supervision and service. We are seeking a specialist in the socio-cultural determinants of population health, including expertise in one or more areas of health policy, community health, environmental health, health informatics, public health, demography of health and aging or the distributional aspects of health care benefits and well being. The successful candidate should have demonstrated skills and experience in research methods and data analysis, a commitment to interdisciplinary research and the desire to contribute generally to the development of health studies and research at the University of Waterloo. The sociology of health and healthcare systems has been identified by the Department of Sociology as a priority field for development, with the expectation of making further, future hirings. Our objective is to recruit a new faculty member who will actively seek external grant support, develop graduate and undergraduate teaching in the area of the sociology of health and collaborate with other health care specialists in advancing the university's research programs in population and public health and disease prevention. Salary range commensurate with qualifications and experience. Applications, including a curriculum vitae along with the names of three referees, a statement of interests, current and projected research activities, a sample of recently published work and evidence of teaching accomplishment should be sent to: Professor Keith Warriner, Chair, Department of Sociology, University of Waterloo, Waterloo, Ontario N2L 3G1. Phone: 519-888-4567 ext. 3678, Fax 519-746-7326. The deadline for applications is January 15, 2004, or until the position is filled. More information about the Department of Sociology and its programs can be found at http://arts.uwaterloo.ca/SOC/. All qualified candidates are encouraged to apply; however, Canadian Citizens and Permanent Residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

■ **SOCIOLOGY — The University of Windsor** invites applications for a tenure-track position in the Department of Sociology and Anthropology in the area of family, sex, and gender, and at least one of the areas of sociological theory or work. The position is at the rank of Assistant Professor and commences July 1, 2004. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Lynne Phillips, Head, Sociology and Anthropology, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519.253.3000, Ext. 2190; Fax: 519.971.3621; Email: lynnep@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877.665.6608 (toll free) or recruit@uwindsor.ca.

■ **SPANISH — Brock University.** The Department of Modern Languages, Literatures and Cultures invites applications for a tenure-track position in Spanish at the rank of Assistant Professor starting July 1, 2004, subject to final budgetary approval. The successful candidate must have extensive experience in language teaching knowledge of second-language teaching methodologies, and familiarity with the use of instructional technology. The successful candidate will teach and co-ordinate first-year Spanish language courses, and will be required to teach upper-level courses in language, literature and culture. Field of specialization open, but preference given to a Latin Americanist. We seek an outstanding candidate who will complement existing interests and strengths within the Department. PhD required. Native or near-native fluency in Spanish and English, demonstrated record of publications and successful teaching are strong assets. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Applicants should send a curriculum vitae containing a teaching dossier, a sample of publications, and a research plan, as well as arrange for three letters of reference to be sent to: Prof. Ernesto Virgulti, Chair, Department of Modern Languages, Literatures and Cultures, Brock University, St. Catharines, Ontario, L2S 3A1. Deadline for application: January 30, 2003. Brock University is committed to a positive action policy aimed at reducing gender imbalance; qualified women and men are equally encouraged to apply. More information on Brock University can be found on the University's website: www.BrockU.ca.

■ **SPANISH — St. Thomas University** is a small, undergraduate, liberal arts university where excellence in undergraduate teaching is the highest institutional priority. The Department of Romance Languages invites applications for an entry-level tenure-track position to begin July 2004. The successful candidate will have native or near-native fluency in Spanish and be qualified to teach language at all undergraduate levels and specialize in one or more of the following fields: live theatre, literary analysis, poetry, film/narrative. The successful candidate will also be expected to participate in the Spanish Section's cultural, creative, and research activities. A PhD in 20th Century Spanish or Spanish American literature, or imminent completion is required. Applicants are to submit a curriculum vitae, samples of scholarly work, evidence of teaching effectiveness (teaching portfolio preferred), and arrange to have three letters of reference sent directly to Prof. Jonathan Rahn, Chair, Romance Languages Department, St. Thomas University, Fredericton, N.B. E3B 5G3, Closing date: February 20, 2004, or when position is filled. Applicants are responsible for ensuring that their files, including letters of reference, are complete by this date. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. St. Thomas University is committed to employment equity for women, Native persons, members of visible minority groups, and persons with disabilities.

■ **SPANISH — The University of New Brunswick.** The Department of Culture and Language Studies at the University of New Brunswick, Fredericton invites applications for a tenure stream appointment in Spanish and Film Studies at the rank of Assistant Professor. In keeping with the strengths of the University of New Brunswick, the department is seeking a teacher and researcher to contribute to growing focus areas within the Faculty of Arts: film studies with a concentration in Spanish and/or Latin American film and undergraduate Spanish language acquisition. The successful candidate must be a native or near-native speaker of Spanish, hold a PhD or equivalent (by date of appointment) with a specialization in film or cultural studies, and be a dedicated teacher as well as a strong, committed researcher. He or she will teach Spanish language from beginner to advanced levels, work closely with the Film Studies Program, and support our core interdisciplinary program in World Literature and Culture Studies. Please send a letter of application, curriculum vitae, teaching evaluations, a sample of recent research, and three letters of recommendation to: Dr. Allan Reid, Chair, Department of Culture and Language Studies, PO Box 4400, University of New Brunswick, Fredericton, NB E3B 5A3. Review of applications will begin on 13 February 2004. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Applicants should indicate current citizenship status. The University of New Brunswick is committed to the principle of employment equity.

■ **SPANISH — Concordia University.** The Faculty of Arts and Science, has one limited-term appointment available, either in Translation or Latin American literature and culture. Please see our full-page display ad in this issue.

■ **SPORT MANAGEMENT — Brock University.** The Department of Sport Management is emerging as the largest undergraduate program of its kind in Canada. Significant growth and interest in the program allows us to invite applications from qualified persons to teach or contribute to the delivery of a variety of sport management courses and experiences. Preference will be given to candidates who can teach and conduct research in their areas of expertise as well as teach classes in general sport management subjects. A letter of application, curriculum vitae, statement of research interests, and the names of three (3) referees should be submitted by February 6, 2004 to: Dr. Maureen Connolly, Chair, Department of Sport Management, Faculty of Applied Health Sciences, Brock University, St. Catharines, Ontario, L2S 3A1, e-mail: mconnol@ainle.pec.brocku.ca. All qualified are encouraged to apply, however, Canadians and permanent residents will be given priority. Brock University is committed to a positive action policy aimed at reducing gender imbalance among faculty; qualified women and men are equally encouraged to apply. More information on Brock University can be found at the University's web site (www.brocku.ca).

■ **STATISTICS & ACTUARIAL SCIENCE — The University of Waterloo (UW)** has one of the most eminent actuarial science programs in the world. The faculty members in this unit have attained a high level of distinction in their research, teaching and professional contributions. The graduates of the Waterloo program are internationally recognized. In recent years, UW has also developed a strong research presence in the field of modern finance, with a special emphasis on computational finance. More than 75 new bachelor's and 20 master's and doctoral graduates enter the insurance and finance industries each year from the undergraduate and graduate actuarial science programs, and the master's program in quantitative finance coordinated by the Centre for Advanced Studies in Finance. The University has recently created the Institute for Quantitative Finance and Insurance (IQFI) to combine the strengths of these two disciplines and provide the vehicle for a major research and teaching thrust in the area of financial risk management broadly defined. This initiative was made possible through support from companies in the insurance and financial services industries, and matching contributions from the Province of Ontario through the Ontario Research and Development Challenge Fund. The Institute will advance research in the financial risk management area and disseminate new knowledge. A generous contribution by the Canadian Imperial Bank of Commerce to UW's capital campaign, "Building a Talent Trust," has enabled the University to inaugurate two CIBC Chairs in Financial Risk Management under the auspices of the IQFI. One of these Chairs will be located in the Department of Statistics and Actuarial Science. The purpose of this Chair is: to help the University of Waterloo enhance its leadership role in finance and insurance education and research, and to expand its expertise by building on its present strengths; to attract students of the highest calibre, and to support and supplement faculty influence on professional education and current practice; to give prominence and recognition to the interaction between the university and the insurance and financial services industries, particularly with the support provided by CIBC; to support applied research, and the transfer of basic research into current practice in the financial services and insurance industries. The Canadian Imperial Bank of Commerce is a leading North American financial institution. Through its comprehensive electronic banking network, branches and offices across Canada and around the world, CIBC offers a full range of products and services to more than nine million personal banking and business customers. The appointment is for a period of up to five years, with expectation of renewal. The anticipated start date is July 1, 2004. The duties of the Chair holder include: conducting and overseeing a program of research relevant to financial risk management, actuarial science or insurance; undergraduate and graduate teaching; leading seminars and colloquia that involve both undergraduate and graduate students; disseminating applied research through seminars and

CAUT ACPPU
BULLETIN

Publisher's Statement
Déclaration de l'éditeur

The publisher will not accept advertisements of academic positions restricting applications on grounds of race, national origin, religion, colour, sex, age, marital status, family status, ethnicity, disability, sexual preference, social origin, or political beliefs or affiliation. CAUT expects that all positions advertised in the *Bulletin* are open to both men and women. Advertisements using restrictive language will not be accepted except when the language is consistent with Human rights legislation. Where any bona fide reasons for exemption from general policy stated above exist, it is the responsibility of the institution which intends to place a restrictive advertisement to provide the Editor of the Bulletin with a statement as to these reasons.

Many Canadian universities are signatories to the Federal Contractors Program. The program requires that suppliers of goods and services to the federal government who employ 100 persons or more and who want to bid on federal contracts (including research contracts) of $200,000 or more must commit themselves to implementing employment equity as a condition of their bid. This commitment requires the identification and removal of artificial barriers to the selection, hiring, promotion and training of women, aboriginal peoples, persons with disabilities and visible minorities. As a result, applications for some positions advertised in the CAUT *Bulletin* may be asked to provide information of a confidential nature.

As a service to CAUT members interested in positions available in other countries, the *Bulletin* accepts advertisements for these positions. The view of academic freedom and the extent to which it is protected in other countries may vary. Except in the case of the United States, where the Association of American University Professors (AAUP) investigates alleged violations of academic freedom, there is no method by which we can provide any verifiable information concerning the state of academic freedom at universities outside of Canada. CAUT publishes a list of universities censured by AAUP twice a year. Further information about those censures can be obtained by writing to AAUP, Suite 500, 1012 - 14th, St. N.W., Washington, DC 20005; tel: 202-737-5900.

L'éditeur n'accepte pas d'annonces de postes d'administration ni d'enseignement qui restreignent les candidatures pour des raisons de race, d'origine raciale, de religion, de couleur, de sexe, d'âge, d'état civil, de situation familiale, ethniques, d'incapacité, d'orientation sexuelle, d'origine sociale ou de convictions ou d'attaches politiques, générales. L'ACPPU s'attend à ce que tous les postes annoncés dans le *Bulletin* soient offerts aux hommes et aux femmes. Les annonces utilisant un langage restrictif ne sont pas acceptées à moins qu'elles soient conformes à la loi sur les droits de la personne. Il incombe à l'établissement qui a l'intention de faire paraître une annonce restrictive de fournir à la rédactrice du *Bulletin* une déclaration énonçant ces raisons.

Beaucoup d'universités canadiennes se sont jointes au Programme de contrats fédéraux. Le programme exige que les fournisseurs de biens et services du gouvernement fédéral qui emploient au moins 100 personnes et veulent soumissionner des contrats fédéraux (y compris des contrats de recherche) d'au moins 200 000 $ doivent s'engager, comme condition de la soumission, à appliquer l'équité dans l'emploi. Cet engagement exige que l'on supprime tout obstacle artificiel à la sélection, à l'embauche, à l'avancement et à la formation des femmes, des autochtones, des personnes handicapées et des minorités visibles. A cette fin, on pourra demander aux candidat(e)s à certains postes annoncés dans le *Bulletin* de l'ACPPU de fournir des renseignements à caractère confidentiel.

Le *Bulletin* accepte les offres d'emploi à l'extérieur du Canada à titre de service pour les membres de l'ACPPU qui pourraient être intéressés. La perception de la liberté universitaire et son degré de protection peut varier d'un pays à l'autre. A l'exception des États-Unis, où l'Association of American University Professors enquête sur des prétendues violations de la liberté universitaire, il n'existe aucune méthode nous permettant de vérifier la situation de la liberté universitaire dans les universités étrangères. Deux fois par année, l'ACPPU publie une liste d'universités faisant l'objet de censure par l'AAUP. Pour obtenir des renseignements supplémentaires sur ces censures, prière d'écrire à l'AAUP, suite 500, 1012 14th. St. N.W., Washington, DC 20005; tél: (202)737-5900.

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Ad Deadlines 2003–2004

The *Bulletin* is published 10 times during the academic year, once a month except July and August.

ISSUE	CLASSIFIED	DISPLAY
September	August 7/03	August 14/03
October	September 9/03	September 16/03
November	October 8/03	October 15/03
December	November 7/03	November 14/03
January	December 2/03	December 9/03
February	January 8/04	January 15/04
March	February 9/04	February 16/04
April	March 8/04	March 15/04
May	April 7/04	April 14/04
June	May 7/04	May 14/04

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Le *Bulletin* est publié dix fois pendant l'année universitaire, une fois chaque mois, sauf juillet et août.

NUMÉRO	PETITES ANNONCES	GRANDES ANNONCES
Septembre	7 août 2003	14 août 2003
Octobre	9 septembre 2003	16 septembre 2003
Novembre	8 octobre 2003	15 octobre 2003
Décembre	7 novembre 2003	14 novembre 2003
Janvier	2 décembre 2003	9 décembre 2003
Février	8 janvier 2004	15 janvier 2004
Mars	9 février 2004	16 février 2004
Avril	8 mars 2004	15 mars 2004
Mai	7 avril 2004	14 avril 2004
Juin	7 mai 2004	14 mai 2004

Il n'y a aucune modification ou annulation après la date limite

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DÉCOUPEZ ET CONSERVEZ

CAREERS CARRIÈRES

professional meetings. The Chair holder will be a member of the Department of Statistics and Actuarial Science in the Faculty of Mathematics at the University of Waterloo and play a leadership role in the Institute for Quantitative Finance and Insurance. The ideal candidate will have earned a PhD in an appropriate field of research within the last few years, and will already have a strong record as a researcher, with exceptional promise for distinction in some aspect of actuarial science, finance or closely related discipline. The successful candidate must possess strong communication skills and be an excellent teacher. Please send applications and nominations, including a recent curriculum vitae, by April 30, 2004 to: Professor Alan George, Dean, Faculty of Mathematics, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples, and persons with disabilities; however, Canadian citizens and permanent residents will be given priority.

■ **STATISTICS AND ACTUARIAL SCIENCE — The University of Waterloo.** The department of Statistics and Actuarial Science at the University of Waterloo invites applications for a tenure-track or definite term position in Statistics. Departmental interests cover a broad range of topics in statistical inference, methods and theory, statistical computing, stochastic modelling, biostatistics, and many other areas of application. Applicants must have a PhD by the time of appointment, with a proven ability in or potential for research in one or more areas that complement those represented in the Department. Good teaching and communication skills are also essential. Duties include undergraduate and graduate teaching, and the development of an independent research program. Although an appointment at the Assistant or Associate Professor level is anticipated, consideration may be given to more senior applicants as well. This appointment is subject to the availability of funds. The effective date is expected to be July 1, 2004 or later. The closing date for applications is January 31, 2004. Please submit a curriculum vitae, and arrange for at least three letters of reference to be sent directly to: Professor David E. Matthews, Chair, Statistics and Actuarial Science, University of Waterloo, Waterloo, ON N2L 3G1, Canada. In accordance with Canadian immigration requirements, citizens and permanent residents of Canada will be considered first for this position. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples, and persons with disabilities.

■ **STUDIO ART & DRAWING — The University of Guelph.** The School of Fine Art and Music invites applications for a full-time, contractually limited faculty appointment in Studio Art/Drawing at the rank of Assistant Professor for a period of two years, commencing July 1, 2004. The position is renewable. Duties will include teaching in studio art drawing courses and carrying out assigned duties related to committees and other service within the school. Course load is five courses per year. Minimum qualifications for the position are an M.F.A. or equivalent, significant exhibition record and demonstrated excellence in teaching at the undergraduate level. The University of Guelph offers a B.A. Honours degree and an M.F.A. In studio art. The City of Guelph is home to a lively arts community and the University's ties with the Macdonald Stewart Art Centre, the Guelph Spring Festival and the Guelph Jazz Festival enhance extra-curricular life and provides interesting opportunities for faculty and students alike. For more information please see the School website: www.uoguelph.ca/sofam. Deadline: February 27, 2004. A complete application will include a current curriculum vitae, email address, 20 slides or CD-Rom, and teaching interests. Applicants should arrange to have three confidential letters of reference sent to: Professor John D. Kissick, Director, School of Fine Art and Music, University of Guelph, Guelph, ON, N1G 2W1, Canada. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women. All qualified applicants are encouraged to apply, however Canadians and permanent residents will be given priority.

■ **STUDIO ART & VISUAL STUDIES —The University of Guelph.** The School of Fine Art and Music invites applications for a full-time, contractually limited faculty appointment in Studio Art/Visual Studies at the rank of Assistant Professor for a period of two years, commencing July 1, 2004. The position is renewable. Duties will include providing leadership to, and teaching in studio foundations courses (Visual Studies) and carrying out assigned duties related to committees and other service within the school. Course load is five courses per year. Minimum qualifications for the position are an M.F.A. or equivalent, significant exhibition record and demonstrated excellence in teaching at the undergraduate level. Previous experience at teaching in foundations level studio art will be considered as an asset. The University of Guelph offers a B.A. Honours degree and an M.F.A. in studio art. The City of Guelph is home to a lively arts community and the University's ties with the Macdonald Stewart Art Centre, the Guelph Spring Festival and the Guelph Jazz Festival enhance extra-curricular life and provides interesting opportunities for faculty and students alike. For more information please see the School website: www.uoguelph.ca/sofam. Deadline: February 27, 2004. A complete application will include a current curriculum vitae, email address, 20 slides or CD-Rom, and teaching interests. Applicants should arrange to have three confidential letters of reference sent to: Professor John D. Kissick, Director, School of Fine Art and Music, University of Guelph, Guelph, ON, N1G 2W1, Canada. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women. All qualified applicants are encouraged to apply, however Canadians and permanent residents will be given priority.

■ **SUSTAINABLE CIVIL INFRASTRUCTURE SYSTEMS — Concordia University.** The Department of Building, Civil and Environmental Engineering invites applications for a tenure-track faculty position in the area of Sustainable Civil Infrastructure Systems at the rank of Assistant Professor. Applicants must possess a PhD or equivalent in Civil Engineering or other related disciplines and have interest in perusing leading edge research in one or more of the following areas: design, construction and rehabilitation of composite steel and concrete structures, health monitoring, deterioration models and life cycle cost analysis. Industry experience is an asset. A strong commitment to the supervision of M.A.Sc. and PhD students and to excellence in teaching at both the graduate and undergraduate levels, incorporating computer applications, is expected. Knowledge of French is an asset. Membership, or eligibility for membership, in a Canadian professional engineering association is required. The appointment will be made effective June 1st, 2004. Applicants should send a curriculum vitae, a statement concerning teaching and research interests and the names of at least three referees to: Dr. Osama Moselhi, Professor and Chair, Department of Building, Civil and Environmental Engineering, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, Canada, H3G 1M8. Applications will be accepted until the position is filled. Further information about the University and the Department can be found at the http://www.concordia.ca. Concordia University is committed to employment equity and encourages applications from women, aboriginal people, visible minorities and disabled persons. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

T

■ **THEATRE, FILM & CREATIVE WRITING — The University of British Columbia.** The Department of Theatre, Film and Creative Writing invites applications for a tenure-track Assistant Professor in the writing of poetry. An MFA or related graduate degree, or an MA or PhD with a major component in Creative Writing, is essential. The candidate should have a record of excellence in teaching in Creative Writing, a significant publication record which should include no less than three books of poetry, and an impressive history of public readings. The candidate should have a genuine interest in a wide variety of poetic styles and techniques in order to deal with the diversity of work from students at the graduate and undergraduate levels in the Creative Writing Program at UBC. A demonstrated capacity to translate work from other literary traditions and an ability to use translation as a tool for the development of writing techniques would be useful; previously this position has involved teaching literary translation. A further interest or experience in editing and managing a literary magazine would be an asset because the successful candidate might eventually be expected to contribute as Advisory Editor to our literary magazine, PRISM international. We offer workshops in the writing of poetry, fiction, non-fiction, children's literature, literary translation, screen & TV, stageplay, lyric and libretto, and radio play and features. Please consult the Program website www.creatiwewriting.ubc.ca for details. This position is subject to funding, and salary will be commensurate with qualifications and experience. Applicants should send a letter of application along with their curriculum vitae (including e-mail address and telephone numbers), list of publications, teaching experience, readings and all related experience, and should forward three reference letters from national, and, ideally, international, sources (including at least one from a senior academic) to: Chair, Search Committee for Dramatic Forms, Creative Writing Program, The University of British Columbia, Buchanan E - 462 - 1866 Main Mall, Vancouver, BC, Canada, V6T 1Z1. If sending by courier the address is Buchanan E - 462 - 1866 East Mall, Vancouver, BC, Canada V6T 1Z2. Complete applications and letters must be received by 28th January, 2004. The position start date is January 1st, 2005. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply; however, Canadians and permanent residents of Canada will be given priority. Applications should identify citizenship and immigration status.

■ **THEOLOGICAL STUDIES — Concordia University.** The Faculty of Arts and Science, has one limited-term appointment available in Biblical Studies. Please see our full-page display ad in this issue.

V

■ **VISUAL ARTS — The University of Windsor's** School of Visual Arts seeks applications for two tenure-track positions in areas of Studio Art Painting and Digital Video and Art History in Contemporary Art and Visual Culture at the rank of Assistant Professor commencing July 1, 2004. For detailed position descriptions visit our website at: www.uwindsor.ca/facultypositions. Contact: Prof. Brenda Pelkey, Director, School of Visual Arts, University of Windsor, Windsor, ON N9B 3P4, Phone: 519.253.3000, Ext. 2828, Fax: 519.971.3647, Email: bjfp@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

■ **VISUAL COMMUNICATION DESIGN — The Nova Scotia College of Art and Design (NSCAD UNIVERSITY)** invites applications for a Regular Full-Time Faculty Appointment at the rank of Lecturer or Assistant Professor. Subject to budgetary and final approval of the Board of Governors, this is a three-year appointment, renewable for continuing appointments. Appointment Date: July 1, 2004. Review of Applications will begin: February 6, 2004. Candidates should have an enthusiastic and focused interest in one or more academic or professional design areas, while demonstrating a strong understanding of the general concerns in the field. The ideal candidate will join a complement of experienced design practitioners who teach from the Foundation to Graduate levels. The successful candidate will contribute to curriculum and program development as well as participate in other activities that contribute to the academic life of the University. The successful candidate will hold an appropriate graduate degree with an established or developing record of professional activity related to the position. Post-secondary teaching experience will be considered an asset. Salary will be dependent upon qualifications and in accordance with the Faculty Salary Grid. The Nova Scotia College of Art and Design (NSCAD University), founded in Halifax in 1887, is one of North America's outstanding institutions for the study, practice, and teaching of art, craft and design. Currently there are over 950 students enrolled in graduate and undergraduate programs. For more information about the design programs, please visit the following website: www.nscad.ns.ca/design. All qualified applicants are encouraged to apply; however, Canadians and permanent residents will be given priority. Applications should include current curriculum vitae, 20 slides or other appropriately-formatted documentation of professional work and the names and addresses of three references. Please direct applications to: Office of the Vice-President (Academic and Research) Nova Scotia College of Art and Design (NSCAD University), 5163 Duke Street Halifax, Nova Scotia B3J 3J6, Fax: (902) 425-4664

W

■ **WOMEN'S STUDIES — The University of Guelph** invites applications for a tenure track position in Women's History with a non-Western focus, at the rank of Assistant Professor effective 1 July, 2004. PhD in History, completed or near, and evidence of potential for excellent teaching and research are essential. The successful candidate will have a 40% cross-appointment to the Women's Studies Program and teach two of its core courses. Ability to teach history of the family an asset. The appointee will be expected to contribute to undergraduate teaching at all levels in History and Women's Studies, and to participate in History's graduate (M.A. and PhD) activities through the Tri-University Graduate Program in History. The University of Guelph is a mid-sized, highly ranked comprehensive university located one hour's drive west of Toronto. Applicants should send current curriculum vitae, email address, statement of research and teaching interests, and samples of publications, and should arrange to have three letters of reference sent to: Chair of Selection Committee, Department of History, University of Guelph, Guelph, Ontario, N1G 2W1 by January 30, 2004. See: http://www.uoguelph.ca/history; http://www.uoguelph.ca/wstudies. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

ACCOMMODATIONS

■ **FIRENZE/ITALY** — Sabbatical/holiday rental — historical centre, attractive one-bedroom apartment, sleeps 2/4. Monthly (4 weeks) € 900.00 + util, weekly 480.00 (two people) all incl. Spezzotti Ph +39-055-245-739, Fx +39-055-247-6266, e-mail: curoth@tiscali.it.

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The Canadian Association of University Teachers Announces the 36th Annual

J.H. Stewart Reid Memorial Fellowship for 2004–2005 Doctoral Studies

The J.H. Stewart Reid Memorial Fellowship has been established through voluntary contributions to honour the memory of the first executive secretary of the association.

Details:
- One fellowship in the amount of $5000
- Tenable for a doctoral program in any field of study at any Canadian university
- Award is for one year

Application Closing Date:
April 30, 2004

The Fellowship recipient will be announced in July 2004. An announcement will also appear in a fall edition of the CAUT Bulletin.

Qualifications:
- Registration in a doctoral program at a Canadian university.
- Canadian citizenship or residence in Canada with landed immigrant or convention refugee status from April 30, 2003 or earlier.
- Candidates must have completed their comprehensive examinations, or equivalent, and have had their Doctoral thesis proposal accepted by April 30, 2004.
- A first class academic record in a graduate program.

For further information and application forms, write to:
Johanne Smith, Awards Officer, Canadian Association of University Teachers
2675 Queensview Drive, Ottawa, Ontario K2B 8K2; stewartreid@caut.ca
or apply online at http://stewartreid.caut.ca.

CAUT

L'Association canadienne des professeures et professeurs d'université annonce

La 36e bourse annuelle J.H. Stewart Reid pour études doctorales 2004–2005

La bourse à la mémoire de J.H. Stewart Reid est constituée de dons volontaires consentis par des personnes et des organismes en témoignage de gratitude à l'égard du premier secrétaire général de l'Association.

Détails :
- Une bourse d'études de 5 000 $
- Offerte pour les programmes de doctorat de tous les domaines dans une université canadienne
- Bourse durée d'un an

Date limite des demandes :
30 avril 2004

Le nom du lauréat ou de la lauréate sera annoncé en juillet 2004. Il sera aussi annoncé dans un numéro de l'automne du Bulletin de l'ACPPU

Conditions :
- Être inscrit dans un programme de doctorat dans une université canadienne.
- Être citoyen canadien ou résident canadien à titre d'immigrant reçu ou réfugié au sens de la Convention depuis le 30 avril 2003 ou avant.
- Avoir terminé les examens de synthèse ou l'équivalent et avoir vu son projet de doctorat approuvé avant le 30 avril 2004.
- Avoir des notes scolaires excellentes dans un programme de 2e ou 3e cycle.

Renseignements et formulaires de demande :
Johanne Smith, Agente des bourses, Association canadienne des professeures et professeurs d'université, 2675, prom. Queensview, Ottawa ON K2B 8K2; stewartreid@caut.ca ou appliquez en ligne : http://stewartreid.caut.ca.

ACPPU

CALL FOR NOMINATIONS TO CAUT OFFICER POSITIONS AND AS CHAIRS AND MEMBERS OF CAUT STANDING COMMITTEES

Nominations are now being actively sought for election to the CAUT Executive Committee, namely:
- President
- Vice-President
- Treasurer
- Two members-at-large

Nominations are also being sought for election to positions on three CAUT standing committees:
- AF&T Committee — 2 vacancies
- Librarians Committee — 2 vacancies including chair
- CBEBC — 1 vacancy — chair

Individual affiliated members and associate members of CAUT are entitled to run for any vacant position and to make nominations. Elections will take place at the CAUT Council meeting in Ottawa in April 2004.

TERM OF OFFICE

The term of office of the president, vice-president and executive committee members-at-large is one year. The term of office of the treasurer is two years.

The term of office of the chair of the Librarians Committee and the chair of the Collective Bargaining & Economic Benefits Committee is two years. The term of office for regular members of CAUT standing committees is three years.

EXECUTIVE COMMITTEE MEMBERS

The President. Responsible for guiding the affairs of the association between meetings of Council and for ensuring that policies approved by Council are implemented. Nominees for president should have considerable experience in faculty association affairs at the local or provincial level.

The Vice-President. Responsible for assisting the president with his or her responsibilities.

The Treasurer. Responsible for the preparation of draft budgets and financial statements and for ensuring that proper controls remain in place to ensure the financial integrity of the association.

Members-at-Large. Responsible for underaking duties as assigned by the officers and the executive committee.

STANDING COMMITTEE MEMBERS

Academic Freedom and Tenure Committee. Nominees for positions on the committee should have considerable experience in one or more of the following areas: academic freedom, human rights and civil liberties. Nominees should be willing and available to dedicate considerable time to the work of the committee between meetings (at least three per year), including promotion of academic freedom, drafting of documents and other related duties.

Librarians Committee. Nominees for positions on the committee should have considerable experience and knowledge of the professional interests and academic concerns of librarians at Canadian universities. Nominees ought to be aware of policy matters pertaining to academic rights and working conditions of university librarians. Nominees should be willing and available to dedicate significant time to the committee's work between meetings (at least three per year), including the biennial conference planning, drafting or editing documents, responding to enquiries and other related activities.

Collective Bargaining & Economic Benefits Committee. Nominees for positions on the committee should have demonstrated experience in the area of collective bargaining and/or analysis of economic benefits. Nominees should be able to commit time between meetings (at least three per year) to the work of the committee, including drafting of model clauses, development of policy statements and other related activities.

NOMINATION PROCEDURE

Nominations should be sent to:
Professor Gordon Shrimpton, Chair
Elections and Resolutions Committee
Canadian Association of University Teachers
2675 Queensview Drive, Ottawa, ON K2B 8K2
Fax: (613) 820-7244

Nominations should include:
- A letter of nomination
- A brief statement of why the nominator feels the nominee is qualified to serve
- The agreement of the nominee to serve if elected
- A completed copy of the standard information form available at www.caut.ca

MORE INFORMATION

Information on release time for CAUT officer positions and CAUT standing committee chairs can be found at www.caut.ca under policy.

NOMINATION DEADLINE for all positions is March 1, 2004

APPEL DE CANDIDATURES AUX POSTES DE DIRIGEANTS DE L'ACPPU, DE PRÉSIDENTS ET DE MEMBRES DES COMITÉS PERMANENTS

Nous sollicitons activement des candidatures à des postes au Comité de direction de l'ACPPU, soit :
- La présidence
- La vice-présidence
- La trésorerie
- Deux postes de membres ordinaires

En outre, nous sollicitons des candidatures à des postes à trois comités permanents de l'ACPPU :
- CLUPE — 2 postes
- Bibliothécaires — 2 postes, dont celui de la présidence
- CNCAÉ — 1 poste — la présidence

Les membres affiliés individuels et les membres associés de l'ACPPU ont le droit de se présenter comme candidat ou candidate et de présenter des candidatures. Les élections se tiendront à l'occasion de l'assemblée du Conseil qui aura lieu à Ottawa en avril 2004.

MANDAT

Le mandat de la présidence et de la vice-présidence de même que des membres ordinaires du comité de direction est d'un an. Le mandat de la trésorerie est de deux ans.

Le mandat de la présidence du Comité des bibliothécaires et celui de la présidence du Comité de la négociation collective et des avantages économiques est de deux ans. Le mandat des membres des comités permanents de l'ACPPU est de trois ans.

LES MEMBRES DU COMITÉ DE DIRECTION

La présidence. La personne élue est responsable de la direction des affaires de l'association entre les assemblées du Conseil et s'assure que les directives approuvées par le Conseil sont mises en œuvre. Les candidats et candidates à la présidence doivent posséder une expérience considérable en matière d'associations de professeurs à l'échelle locale ou provinciale.

La vice-présidence. La personne élue aide la présidente ou le président à s'acquitter de ses responsabilités.

La trésorerie. La personne élue est responsable de la préparation des projets de budgets et d'états financiers. Elle veille à la bonne gestion des affaires pour assurer l'intégrité financière de l'association.

Membre ordinaire. Chargés d'exercer les fonctions définies par les dirigeants et le Comité de direction.

LES MEMBRES DES COMITÉS PERMANENTS

Le Comité de la liberté universitaire et de la permanence de l'emploi. Les candidats et candidates à des postes du Comité de la liberté universitaire et de la permanence de l'emploi devraient avoir une expérience considérable dans l'un ou plusieurs des domaines suivants : la liberté universitaire, les droits humains et les libertés civiles. Les candidats et candidates devraient être disponibles et prêts à consacrer beaucoup de temps aux travaux du comité entre les réunions (au moins trois par année) et à participer, notamment à la promotion de la liberté universitaire, à la rédaction de documents et à d'autres tâches connexes.

Le Comité des bibliothécaires. Les candidats et candidates à des postes du Comité des bibliothécaires devraient avoir une expérience et une connaissance considérables des intérêts de la profession et des préoccupations pédagogiques des bibliothécaires des universités canadiennes. Les candidats et candidates doivent connaître les questions de principe touchant les droits universitaires et les conditions de travail des bibliothécaires d'université. Ils devraient être disponibles et prêts à consacrer beaucoup de temps aux travaux du comité entre les réunions (au moins trois par année), notamment en participant à l'organisation du colloque biennal, à la rédaction ou à la révision de documents, en répondant à des demandes de renseignement et à d'autres activités connexes.

Le Comité de la négociation collective et des avantages économiques. Les candidats et candidates à des postes du Comité de la négociation collective et des avantages économiques devraient avoir fait la preuve de leur expérience dans le domaine de la négociation collective ou de l'analyse d'avantages économiques. Ils devraient également pouvoir consacrer du temps aux travaux du comité entre les réunions (au moins trois par année), notamment en rédigeant des clauses modèles, en élaborant des énoncés de principes et en participant à des activités connexes.

MÉTHODE DE MISE EN CANDIDATURE

Il faut envoyer les candidatures à :
M. Gordon Shrimpton, président
Comité des élections et résolutions
Association canadienne des professeures et professeurs d'université
2675, prom. Queensview Ottawa (Ontario) K2B 8K2
Télécopieur (613) 820-7244

Les pièces suivantes doivent accompagner les mises en candidature :
- Une lettre de mise en candidature
- Une brève déclaration expliquant pourquoi la personne qui présente le candidat ou la candidate estime qu'il ou elle possède les qualités voulues
- L'accord du candidat ou de la candidate de siéger au comité advenant son élection
- Une copie du Formulaire d'information réglementaire, dûment rempli, disponible à www.caut.ca

INFORMATION

Les renseignements au sujet du dégagement pour les postes au comité de direction ainsi que les présidences des comités permanents de l'ACPPU se trouvent à www.caut.ca, sous la rubrique énoncés de principe.

LA DATE LIMITE des mises en candidature est le 1er mars 2004